Pride at Work Rochester-Finger Lakes Chapter

2008 Annual Report

Pride at Work is a grassroots, chapter-based national labor organization directly connected to the American Federation of Labor – Congress of Industrial Organization (AFL-CIO), its 91 affiliate unions and 13 million members, as one of its six minority constituency groups.

The mission of Pride at Work is to mobilize mutual support between the organized labor movement and the Gay, Lesbian, Bisexual and Transgender (GLBT) communities to achieve social, racial and economic justice. Officially formed in October 2007, the Pride at Work Rochester Finger Lakes Chapter (PAW-RFL) has received much support and education from both the AFL-CIO and the National Pride at Work which has been vital to our success. Other significant mentors and supporters include the Federation of Social Workers under John Vasko and the Rochester Genesee Valley Area Labor Federation headed by Jim Bertolone, both of whom much appreciation is owed.

Our first year has been one of consistent and highly visible community activism for GLBT rights. This relatively small group of committed individuals has made PAW-RFL well-known in the Rochester area as the local voice of GLBT labor. Our outreach has also extended statewide from Buffalo to New York City.

Success as a community labor group depends upon a solid understanding of how different labor unions operate and upon building alliances with them. Making labor connections by marching, educating and supporting a variety of GLBT and non-GLBT related union issues have gained us visibility and respect. A major tenet is PAW-RFL's commitment to equality in all aspects of life for all workers. This strongly held belief has led to supporting local union actions such as the 2 year UNITE HERE! hotel workers' rights picket at the Rochester Plaza Hotel, participating in a labor canvass on health care reform (COPE), and providing signage for many local rallies, both union and community based. Building alliances to support basic civil rights is part of PAW-RFL's mission.

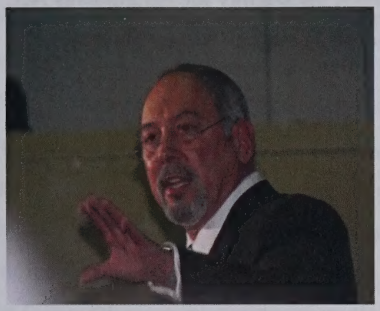
Pride At Work, Rochester Finger Lakes Chapter support UNITE HERE! at the Plaza Hotel.

Within the past year our members were primary organizers of a rally protesting the passage of Proposition 8 against same sex marriage in California, which 300 people attended despite pouring rain. PAW-RFL provided signs and organizing support for other public rallies, such as the protest against Monroe County's attempt to appeal the Martinez decision and rallies against the closed door politics and cronyism reflected in the public defenders selection and MCC presidential search process. As part of the Concerned Citizens for County Change we demanded benefit equity for county employees. Our sign making skills supported CSEA Voice protesting child care subsidy cuts, the COPE Committee lobbying of politicians and the IBEW contract rally on Labor Day.

PAW-RFL Secretary Deb Mohr at the CSEA Voice protest against child care cuts (above-right) IBEW with a sign provided by PAW at the Labor Day Parade (below) and a protest rally against the county's decision to appeal the Martinez decision (right)

PAW advanced union awareness by meeting with the Executive Board of the Rochester Labor Council. President Bess Watts and Vice President Tom Privitere spoke at length about the need for GLBT benefit equity, domestic partnership benefits and marriage equality. Tom outlined the goals and objectives of Pride at Work and the many members in attendance introduced themselves. This effort garnered much support from various labor leaders.

Many union and political leaders met with PAW-RFL members throughout the year. Jacob Lieberman, director of Pride in our Union for the Empire State Pride Agenda (ESPA), and other ESPA staff visited us in March 2008. Sandra Telep, the field director for National Pride at Work, met with PAW-RFL in May 2008 to provide foundational direction and advice. She spent a day with members on a union canvass for health care reform. In April, Aron Reina, the AFL-CIO local organizer, gave a presentation on the structure and operating modes of local labor and led a question and answer session. Aron has been very supportive in gaining visibility for PAW-RFL in labor media.



Jim Bertolone (left) & Aron Reina & Erin Moody (right) have been and continue to be supportive of PAW-RFL efforts.

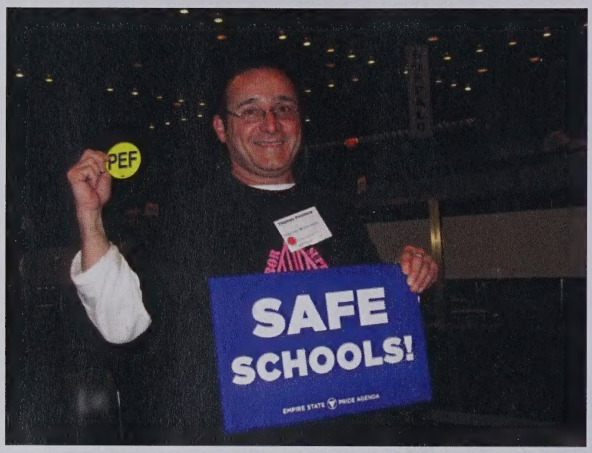
Bess Watts, president of PAW-RFL started attending the Cornell Labor Studies Program, and went to the NYS AFL-CIO Constituency group meeting in December. She is chair of CSEA Local 828 Women's Committee and attended the CSEA Women's Conference held in Long Island in November. She continues to serve as Vice President of CSEA Unit 7402 at MCC and as delegate to the Rochester Labor Council.

In 2008, PAW-RFL members actively educated the members of the Monroe County Legislature about the need for benefit equity for all employees. Members regularly attended the monthly meetings and often spoke in the public forum about the need for Monroe County to provide marriage equality and domestic partner benefits for all employees. PAW-RFL members have met with various county legislators throughout the year to discuss marriage equality. Harry Bronson, Minority Leader of the County Legislature, attended a meeting to mentor us on effective lobbying.

Pride at Work members speaking to the Monroe County Legislature advocating for GLBT equality in the workplace...

PAW-RFL's influence extended beyond Monroe County as members met with various political figures including New York State Majority Leader Joe Bruno, lobbying successfully for the passage of the Family Access Bill. In late April 2008, most of the active PAW-RFL members took the day off work to travel to Albany to participate in the annual Equality and Justice Day sponsored by the Empire State Pride Agenda

(ESPA). We volunteered as bus moderators, lobbied for Marriage Equality, the Dignity for All Students Act, and the Gender Employment Non-Discrimination Act (GENDA), and provided signage for people who participated in the rally in front of the State Legislature Building.



Vice President Tom Privitere at the Equality & Justice Day Rally on April 29th in Albany.

Members, friends and supporters carry signs for Equality & Justice Day provided by Pride at Work.

Educating members of PAW-RFL is primary to the affiliate's purpose. In the business portion of each monthly meeting, members are briefed on current legislative issues and are given talking points and background information for actions. Labor education is provided in the form of handouts and other items of interests are distributed. Networking and GLBT union events occur monthly.

PAW-RFL is becoming known as a GLBT educational resource. In October Bess Watts was invited to participate in a Women's Union leadership panel sponsored by Cornell University ILR and co-sponsored by Pride at Work and the Coalition of Black Trade Unionists (CBTU). PAW-RFL supported the Newlywed in NY Wedding Expo in April 2008, the first same sex wedding exposition in Western New York. Our voices were heard in the community through frequent letters to the editor, articles in local media and a *Democrat and Chronicle* editorial "face-off" (see below) between Bess Watts and Monroe County Executive Maggie Brooks over the marriage equality ruling. A monthly column in the Gay Alliance of the Genesee Valley newspaper, *The Empty Closet (*below right), keeps GLBT supporters aware of our activities. PAW-RFL was quoted in the CUNY newsletter, the *Clarion* and the Mobilizer Newsletter of the Area Labor Federation, and featured in a Public Employees Federation newsletter. The Federation of Social Workers in Monroe County granted PAW-RFL funds to print 2,000 full-color brochures with membership forms, which were distributed throughout the community and posted in many libraries and community arenas.

Rochester Democrat & Chronicle March 7, 2008 P. 7A

Gay marriage ruling

Court decision would cost taxpayers a hefty price

MAGGIE BROOKS

In New York state, marriage is clearly defined as a union between a man and a woman. A court's recent ruling that same-sex marriages performed elsewhere should be recognized in New York state is not only contrary to our laws defining marriage, but if not challenged, will set an expensive legal precedent for both taxpayers and businesses across the state.

Brooks

It is critical to make clear the county's stand on this issue, and equally important to clarify exactly what the issue is. The issue at hand is not whether same-sex marriage is right or wrong. It is that current state law clearly defines marriage as a union between a man and a woman, and the law must heed that definition unless or until it is changed.

Our decision to appeal this ruling is based on the fact that it conflicts with existing New York state law defining marriage, and in turn, has put Monroe County taxpayers at risk. From medical benefits to inheritance rights, existing legislation would have to be completely revamped in order to include the recognition of same-sex marriage, extending benefits to an entirely new and large group of people. These substantial changes should not come about in the courts.

New York state has the ability to change existing legislation and recognize same-sex marriage; however, the people must make that decision through their elected representatives. Neither judges rewriting the law from the bench, nor lawmakers in Ontario, Canada, should usurp the rights of all New Yorkers to have their will expressed by the democratic process.

While the state does recognize marriages performed in outside jurisdictions and has a history of doing so, this particular case is the first to ever recognize a union that does not fit our state's basic definition of marriage. Recognizing a union that differs from the fundamental female-male building blocks of a New York marriage is inherently flawed.

The county has taken a stand to protect taxpayer dollars and ensure proper interpretation of the law. I take great pride in serving, leading and protecting Monroe County taxpayers, and I will continue to uphold the rights of every citizen of this community. ❑

Brooks is Monroe County executive.

Denying benefits to gays will exacerbate brain drain

BESS WATTS

Justifying Monroe County's plan to appeal the Martinez decision, whereby New York state recognizes same-sex marriages performed outside the state, County Executive Maggie Brooks said, "We must appeal this decision in order to protect Monroe County taxpayers. We cannot simply extend benefits to unmarried couples ..." However, Monroe County gay and lesbian residents also pay taxes. And is it simple equity that gay and lesbian county employees get the same benefits for their families as those extended to their heterosexual co-workers, especially given the state law against workplace discrimination based on sexual orientation.

Rochester-Finger Lakes Chapter of Pride at Work educates legislators and unions about the need for domestic-partner or same-sex spousal benefits including health insurance, family and bereavement leave and survivor pension rights. Employees in committed same-sex relationships face benefit discrimination regularly. While heterosexual married co-workers get sick time or bereavement leave, many gay employees have to request "vacation" time for such purposes.

Watts

The Congressional Budget Office estimates that offering benefits for same-sex domestic partners of federal employees would increase the cost of those programs by less than one-half of 1 percent. Eastman Kodak Co., the University of Rochester and the town of Brighton provide these benefits, seeing them as good for employers and workers. Monroe County, by contrast, denies worker equity, fostering disrespect for those deemed "second-class" employees with "insignificant" families.

Today's thriving economies correlate to an area's ability to attract talented innovators. These "creative class" people value multiculturalism and see inclusion of gay people, in particular, as an index of their own compatibility to an area. Monroe County, struggling with job losses and "brain drain," has yet another nail in the area's economic coffin. While county leadership persists in myopic provincialism, the region will continue its decline. Don't marginalize good employees; embrace them equally. Doing so benefits everyone. ❑

Watts, of Gates, is president, Rochester Finger Lakes Chapter of Pride at Work.

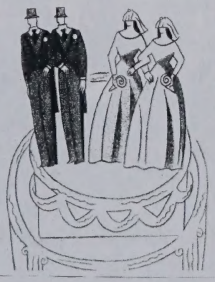
About this debate

Monroe County is appealing an appellate court ruling that same-sex couples legally married outside New York state be entitled to the same treatment under state law as those in heterosexual marriages.

STORYCHAT

DEMOCRATANDCHRONICLE.COM

What is your view of this appeal? To post it, click on Opinion on the top of the home page, and then either essay.



Pride at Work:
WHAT'S BEER GOT TO DO WITH IT?

By Bess Watts, President, Pride at Work Rochester/Finger Lakes chapter

LGBT rights in the workplace – what's beer got to do with it? It turns out, a lot.

Maybe not the beer so much as the social connections that happen when you share a beer with other union members, like bricklayers, communication workers and teamsters, who are usually straight and clueless about LGBT issues. It turns out that creating social change is about making relationships, changing people's minds one person at a time.

Fortunately for me, I like beer and so willingly, enthusiastically even, I sit with the union guys and gripe about the economy and joke about life at home with the spouse. Once in a while I seamlessly drop in a consciousness-raising statistic or fact that reveals how vulnerable LGBT workers are to discrimination on the job and what the lack of benefit equity or family healthcare access means to LGBT workers and their families. Eventually we have the tough discussions – why marriage trumps civil unions, why transgender people need ENDA protections and what happens financially to same sex couples, denied legal marriage, if their partner has a catastrophic illness.

You can see it in their faces when these union guys finally get it – that LGBT employees are just like themselves, wanting a decent living, wanting to protect their homes and families. Suddenly they realize that LGBT rights are worker rights, not special rights.

From the top levels, unions support LGBT equality issues, including marriage. But what the voter-approved Proposition 8 mess in California taught us is that real social equality starts from the bottom up. Legislators and organization leaders may be on board, but if your co-workers, neighbors or barber don't see the light, you are not equal. This is where it matters, these are the people who touch you and who you touch.

So pour a beer (or chai tea) and talk to someone new about your life, your family, your civil rights and your hopes for the future. Activism isn't so hard. Cheers!

PAW-RFL participated in several parades and festivals this year. A prize winning float was constructed for the Pride Parade in July 2008. It featured a decorated archway over a married lesbian couple who were surrounded by wrapped wedding gifts labeled with some of the 2,000 rights gay and lesbian couples do not receive because they cannot legally marry. The float won the Stonewall Award for the most original unit expressing pride. Later, an information table at the Pride Picnic showcased our group's achievements and attracted new members.

We won the Stonewall Award for the most original unit expressing pride. The vehicle was covered with 'gifts' that the government bestows on couples who are legally married, such as bereavement leave, social security and lobster license inheritance.

PAW-RFL members also participated in the Labor Day Parade in September, for the first time publicly venturing out into the wider labor community. The PAW-RFL float, one of the healthcare themed floats in the parade, featured giant Band-Aids that stretched across a large sign deploring the lack of health insurance for 45 million+ people in America. The Rochester Genesee Valley ALF honored PAW-RFL's hard work with three awards: Best Newcomer Group, Most Creative Float, and the parade Grand Prize.

The Rochester Labor Council executive board this fall recognized President Bess Watts and Pride at Work with the Community Solidarity Award. According to Jim Bertolone, President of the Rochester and Genesee Valley Area Labor Federation AFL-CIO, which represents more than 100,000 working men and women in an eleven-county area of western New York, "Bess Watts' involvement and activism to the cause of all union members--

to all unions at their picket lines-- to political mobilization and to her dedication and commitment to the civil rights of our gay, lesbian and transgender brothers and sisters-- the passion that she brings is second to no one.".

President Bess Watts accepts the Community Solidarity award from Jim Bertolone.

Directions for 2009

Pride at Work Rochester Finger Lakes chapter is excited about the work we will do in 2009. Our goals are ambitious but attainable. We will continue to focus on securing domestic partnership benefits for Monroe County workers. We will meet with labor leaders and legislators to keep the momentum of change going. PAW-RFL hopes to arrange for Union Certification Training for local union officers and members. PAW-RFL also plans to publish a quarterly chapter newsletter with articles, short biographies, and union news. Becoming known as the "go-to group" for union members and other workers for support of and education about equality in the workplace is our long-term, overarching goal.

To keep our group viable and active, we will also work on the following internal goals in 2009:

- A three-year strategic plan.
  A strategic planning group has been formed to create the plan, with the support of the membership at large, in early 2009.

- A membership drive.
  Recruiting more members will broaden our impact.

- Fundraising.
  Currently our only sources of income are membership dues and additional contributions from individual members for specific expenditures. PAW-RFL will work with the AFL-CIO and national Pride at Work to explore other potential funding sources, petition area unions and union-related groups for contributions from their budgets, and consider fundraising projects and grantwriting.

2008 has been a productive year; our fledgling group has accomplished a great deal thanks to the support of local unions, national Pride at Work, the AFL-CIO, and individual members. We will work diligently for equality and justice for ALL workers in 2009.

Pride at Work AFL-CIO
Rochester Finger Lakes Chapter
2009 Year in Review

January:

- Jan 1 - Pride at Work editorial on the Rochester Plaza Hotel boycott published in the Empty Closet Newspaper.

February:

- Feb 5 - We welcomed community outreach coordinator Fareed Michelen from the New York State AFL-CIO to discuss support and promotion of our local chapter of Pride at Work.

- Feb 7 – Building community coalitions and union awareness, PAW Members Bess Watts and Ove Overmyer presented at the Gay Alliance of Genesee Valley (GAGV) CampusOUT Conference. This included about 150 college students from around our area.

- Feb 14 - We co-hosted the 'Have a Heart' for Marriage Equality March down Park Avenue and the "Family and Friends" Valentine's Day Dance. PAW worked with the GAGV Youth Group to prepare 50 rally signs.

March:

- Mar 1 - Pride at Work column on the Fair Share Tax Reform "Frogs in a Slow Boil" was published in the Empty Closet's March issue.
-
- Mar 5 - PAW provided 100 handmade signs and recruited attendees for the rally in support of the Fair Share Tax Reform at the Liberty Pole in Rochester. We recruited college students for sign making.

- Mar 12 - We provided 25 rally signs to the Wheatland-Chili school workers units struggling to secure a contract after 600 days. Several PAW members attended the rally in Johnson Park, Spencerport.

- Attended the town hall meeting with Governor Paterson at the convention center.

- Continued to speak on the second Tuesday of every month at the Monroe County Legislature to advocate for domestic partner benefits.

- Mar 19 - Bess Watts traveled to CSEA Region 5 in Syracuse to speak with the Human Rights Committee on the importance of gay, lesbian, bisexual and transgender worker rights. While there

the Human Rights Committee voted on presenting a marriage equality resolution for the next Annual Delegates Meeting.

- Mar 27 – Bess Watts presented on "Elizabeth Gurley Flynn" for the Cornell Labor Studies workshop "Rebel Women: Nurturing your radical self" along with Rosemarie McKinney & Linda Donahue

April:

- Apr 2 - "True Colors" Recognition Dinner was a success with 100 people attending. Rochester Labor Council President Jim Bertolone was the recipient of our first "True Colors" award for his on-going support of Pride at Work. Deborah Mohr received recognition as the PAW member of the year.

- Apr 4 - Pride at Work presented at NYSUT for the Rochester Teachers' Association (RTA) "Future Leaders" class on "Communicating a Positive Public Image through Community Coalitions."

- Apr 15 – Pride at Work hosted a "Post Office Tax Day" protest for Marriage Equality at the Henrietta Main Post Office. The event was to raise awareness of the need for tax fairness and benefits equity for same-sex couples denied access to civil marriage. "Discrimination is taxing".

- Apr 28 – Equality & Justice Lobby Day in Albany. Supporting Empire State Pride Agenda, Pride at Work members traveled to Albany to speak to legislators about equity issues for GLBT families. PAW supplied 150 rally signs.

May:

- May 9 – "Union Certification Training" for inclusive GLBT contract language. Presenters included national Pride at Work trainer Sandra Telep, local Gay Alliance Program Director Scott Fearing, Empire State Pride Agenda organizer Todd Plank and Tom Privitere of PEF.

June:

- Jun 4-6 - Attended the AFL-CIO Minority Unionist Conference in Albany.

July:

- Jul 1 – PAW members elected to lead CSEA Local 828: Bess Watts, President; Ove Overmyer 2nd VP; Judy Johnson 3rd VP.

- Jul 18-19 Gay Pride Parade & Picnic – distributed literature on Pride at Work and educated the GLBT community on the importance of Labor Unions.

August:

- Aug 9 - "Whistle-blower" CSEA rally at Monroe County Office Building supported with signage.

September:

- Sep 7 – Labor Day Parade. PAW entered a float promoting the theme of "Employee Free Choice" called "The Legacy of Worker Choice" . We need to buy a trailer…

- Sep 13-19 – CSEA State Delegates Convention – Members spoke on the convention floor in support of the Marriage Equality Resolution which passed. We also provided over 100 signs for use in the rally against Chris Collins, the Eric County Legislator.

- Signs provided for "anti-violence" rally by Gay Alliance protesting anti-gay entertainer whose lyrics called for death to gays.

October

- Oct 11 – Pride at Work and Rochester Labor Council sponsored 7 bus tickets to the National Equality March in Washington DC in coalition with the young progressives group Civil Rights Front and the Gay Alliance. Over 250,000 people attended the march. PAW sent 125 rally signs. 2 PAW members got press credentials and wrote about and photographed the event and attended activist trainings.

November:

- Pride at Work was invited to the Ronald G Pettengill Labor Education Fund meeting to offer suggestions for training. Specific LGBT training for local labor was recommended.

- Nov 11 – "Shame on Maine" rally in front of the Federal Building protesting the repeal of the right for same-sex couples to marry in Maine. Right…more signs by PAW.

December:

- Dec 2 – Pride at Work co-sponsored a day of decision rally in response to the New York Senate's failure to pass Marriage Equality legislation.

- Dec 7 - Presentation to Rush-Henrietta School District Union board on GLBT inclusive union contract language with Scott Fearing of the Gay Alliance.

- Dec 8 - Pride at Work co-sponsored a community workshop on conducting rallies, demonstrations and civil disobedience called "Take it to the Streets". Presenters included Gary Pudup of New York Civil Liberties Union and direct action trainer Rebecca Newberry founder of CampusOUT.

- Currently Pride at Work RFL is working in coalition with progressive groups to plan a Regional Western New York Activists Conference and is supporting the effort to compile a statewide database of progressive organizations to better coordinate statewide actions as needed in the future.

On-going:

- Emphasizing visibility and community coalition-building, throughout the year we have provided hand made signs for a variety of events, union and otherwise. We regularly photograph public speech events, rallies and protests and distribute to affected groups for blogs, newsletters and public media. We provide speakers and support other groups actions. Additionally we have submitted photos and articles to be published in the local Empty Closet, the longest continuously published Gay, Lesbian, Bisexual and Transgender newspaper in the country. We also have submitted editorials to mainstream media newspapers such as the Democrat and Chronicle.

- We're excited that we have been able to offer some limited guidance to the new chapter of Pride at Work in the Capitol District. Great new friends!

- The year ended with a major blow to LGBT civil rights as the New York State Senate ended chances of passage of Marriage equality legislation. Pride at work members will continue their lobbying and work for full equality for all.

To join the Rochester Finger Lakes Pride at Work chapter, please contact Bess Watts at besswhat@gmail.com or call 585-426-0862,

Pride at Work AFL-CIO
Rochester Finger Lakes Chapter
Annual Review 2010

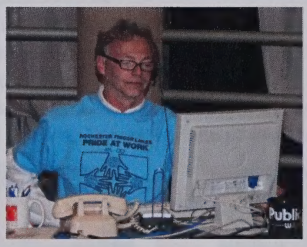
We have divided our report into three areas in which we have been involved; Community Outreach, Activism & Labor and Education & Presentations. Obviously we've been busy.

As always Pride at Work is available for any support or assistance you need and I encourage you to become a member. Our strength lies in the individuals who join Pride @ Work, whether you attend our meetings, participate in our activities or are just a quiet supporter, all are welcome.

Community Outreach:

In **February** Pride at Work took photographs of couples and donated items for an auction to help raise money for the Gay Alliance of Genesee Valley for the Valentine's Day Red Ball Dance. →

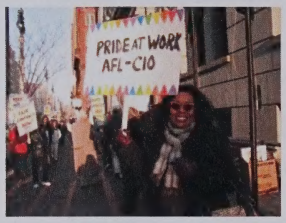
In **June** Pride at Work volunteered for **WXXI Public Broadcasting** for their membership drive. A great way for community visibility! pictured: Ryan Tucker & Karen Monast and Ove Overmyer (right).



In **September** we co-sponsored the Marriage Equality New York (MENY) march in Rochester. Over 300 people participated as we marched across the walking bridge downtown in colorful shirts and umbrellas.

Activism and Labor:

March 9 - We rallied in solidarity with the Federation of Social Workers and CSEA in support of a fair contract.

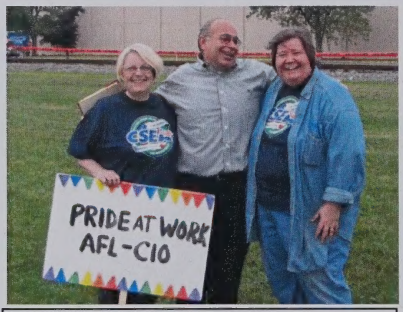


FULL EQUALITY-NOTHING LESS
EQUAL TAXES = EQUAL RIGHTS
EQUAL TAXES = EQUAL RIGHTS
LGBT RIGHTS NOW!
STOP ANTI-GAY DISCRIMINATION
PRIDE AT WORK AFL-CIO
ANGRY GAY TAX PAYER
MARRIAGE IS A CIVIL RIGHT

April -Tax Protest in front of Federal Building ←

March 23 – → Members of Pride at Work attended the Rally and Speeches Telling Wall Street Banks to Pay

Summer 2010 – Much of our effort over the summer was supporting the courageous Mott's Workers while they were on strike. We wrote columns, provided signs, walked the picket lines, delivered food and invited workers to march with us in the Gay Pride Parade where we distributed over 5,000 flyers to a crowd exceeding 15,000. We won the Stonewall Award prize of $250.00 – we voted to split the winnings with Mott's workers. In our short history, we were proud to stand in solidarity with our friends from Williamson. The following pictures illustrate a few of the activities:



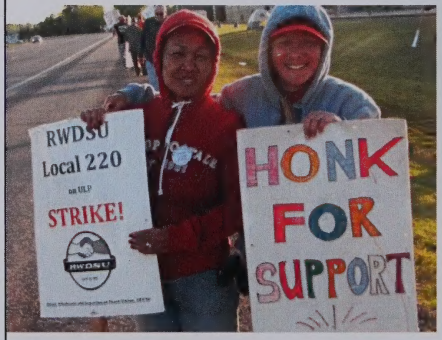
PAW member Anne Tischer, Stuart Applebaum President RWDSU & Pride at Work RFL President Bess Watts

Marching in the Rochester Pride Parade with a sign provided by Pride at Work ←

Mott's workers on the picket line May 23 to Sept 13 (16 weeks).

←→

"Was it worth it? Yes, because we stood strong and the company knows we're a force to be reckoned with." Local 220 President Mike LeBerth



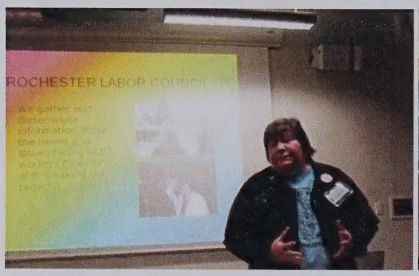
In **September** & **October** we endorsed, helped organize and went to the "One Nation" march in Washington DC. We submitted and published articles in the Empty Closet as well as attending a press conference.

May – Pride at Work member Anne Tischer was arrested and spent the night in jail in Washington DC for protesting against the military policy Don't Ask Don't Tell. She handcuffed herself to the White House fence with other activists. Since that time Don't Ask Don't Tell has been repealed.

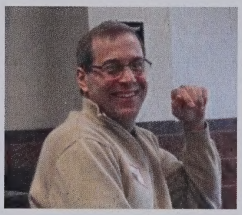
Education & Presentations:

February 20 – The Civil Rights Front Presents: Out of the Closet and Into the Streets!
We presented a workshop on Labor and the LGBT Movement at RIT (pictured below). Sherry Wolf, author of "Sexuality and Socialism: History, Politics and Theory of LGBT Liberation" mentioned Pride at Work in her column at Socialistworker.org

See the complete article at: http://socialistworker.org/2010/03/10/accidental-activists



March 27 – RGVALF Annual Meeting – Scott Fearing from the Gay Alliance spoke on the importance of being a straight ally for the gay, lesbian, bisexual and transgender (GLBT) community.



July 15 - Gay Pride Week - Pride at Work participated on the discussion panel about the documentary **Prop 8: The Mormon Proposition** at the Cinema Theatre

September - We taught a 3 hour class in "Protest & Public Opinion" at SUNY Brockport on gay rights, lobbying, civil disobedience and labor unions for about 40 students for Professor Mary McCrank

In conclusion:

In **March** we had a Pride at Work Happy Hour at Mex which was a huge success with representatives from the Federation of Social Workers, NYSUT, PEF, SEIU, UUP, CSEA and more... Thank you for supporting Pride at Work.

PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies

ROCHESTER
FINGER LAKES CHAPTER

HOW TO BE AN ALLY FOR LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) UNION MEMBERS

Please pick up a brochure! →

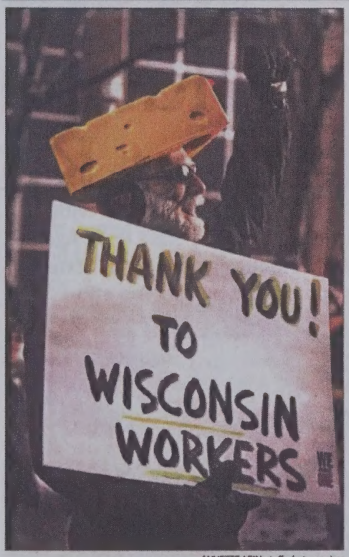
We created a brochure on "*How to be an Ally for Lesbian, Gay, Bisexual and Transgender LGBT Union members*" and NYS AFL-CIO provided 500 copies for distribution, thank you Fareed & Angela for your support! We also have a visible presence on social media. Join us on Facebook: 'like' Pride at Work – Rochester Finger Lakes Chapter or visit our blog at www.prideatworkrfl.org. Finally contact President Bess Watts at besswhat@gmail.com or call 585-770-4714 if you have any questions or would like to become involved. **We Are One!**

Pride at Work AFL-CIO
Rochester Finger Lakes Chapter
Annual Review 2011

2011 saw a wide range of attacks on the working class and labor, whether in conservative controlled states like Wisconsin, Ohio and Indiana or traditionally worker friendly New York. The Occupy Wall Street movement addressed workers issues as they changed the national dialogue to focus on the widening income inequality and the unfair influence that the wealthiest 1% have on our political process and economic system. On the positive side, thanks to labor's support, we have had major civil rights gains in achieving marriage equality in New York State. Pride at Work Rochester Finger Lakes Chapter continues to be involved in these historic social and economic justice movements by participating in rallies, providing signs, working in coalitions and educating people.

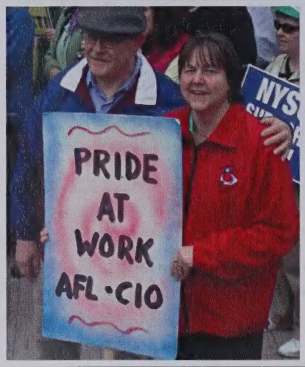
Pride at Work eagerly supports the organizations and individuals who share our vision of social and economic justice. We encourage you to become a member of Pride at Work to strengthen the bonds of unity in our common work. All are welcome.

March 3 & 8 Pride at Work rallied in solidarity with workers in Wisconsin, Indiana, Ohio and elsewhere as part of a national statement in support of collective bargaining. We helped organize and provided signs – one of which appeared in the D&C (below)

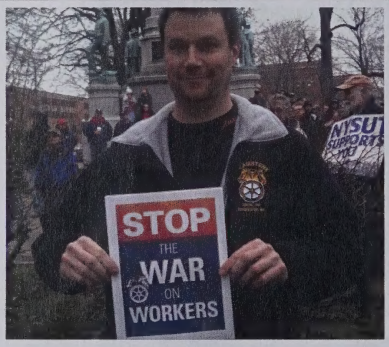


ANNETTE LEIN staff photographer

Brighton resident Michael Scott sports a "cheese-head" as he shows support for Wisconsin union workers during a rally at City Hall Wednesday.



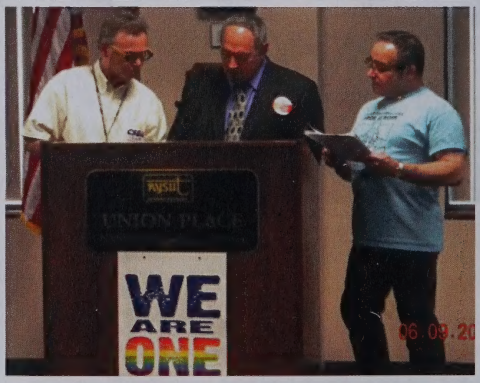
March 17 – **Rally** to Save Our Schools at Liberty Pole in Rochester. Pictured Dick & Tammy Beebe ↑



March 31 Rally CWA Local 1170 – "No contract = Corporate Greed" Tim Barberto ←

April 4 –Rally "We Are One Respect Workers " Evelyn Evans →

A great deal of our time was spent working as part of the New Yorkers United for Marriage Equality Coalition. With Equality Rochester, Marriage Equality New York (MENY), Human Rights Campaign (HRC) and Empire State Pride Agenda (ESPA) we solicited thousands of letters and calls from the public and arranged in district lobbying of our local State Senators. A heartfelt THANK YOU to the Rochester Labor community who were instrumental in making this effort a success. The pressure generated by labor press conferences, personal appeals, letters and calls to critical legislators made the difference...history was made. **June 24, 2011**

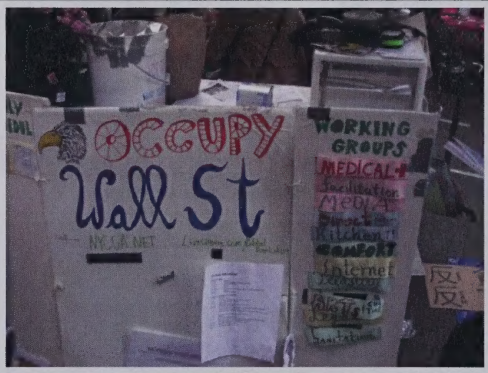


Pride at Work member Todd Plank appears in an AP Photo at Albany rally for marriage.

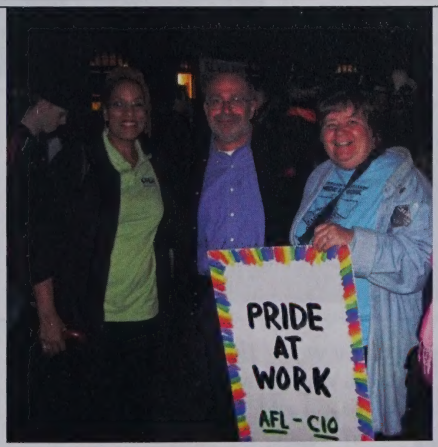
Mike Groll / AP Photo

Todd Plank of Rochester, N.Y., holds a sign during a marriage equality rally at the Capitol in Albany, N.Y., on Tuesday.

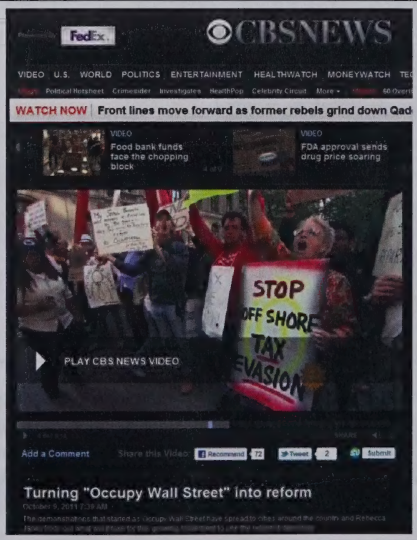
Pride at Work actively supported grassroots efforts like Band of Rebels, Restore the American Promise, Occupy Rochester and Occupy Wall Street in the movement to stem the tide of corporate greed and address the gaping income inequality between the wealthy elite and the rest of America.

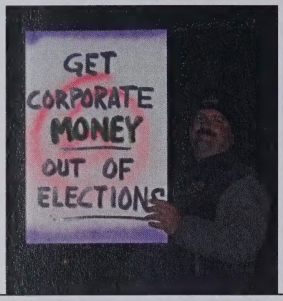


We met our labor brothers and sisters in New York City at the Occupy Wall Street site. Above right is Denise Berkeley CSEA Secretary and below second from left is Stuart Appelbaum RWDSU President.



Below, **October 9** Pride at Work member Anne Tischer with one of her signs makes the CBS News in New York City.





Special thanks to Metro Justice for supporting our efforts.

'Band of Rebels' leads local Wall Street prot

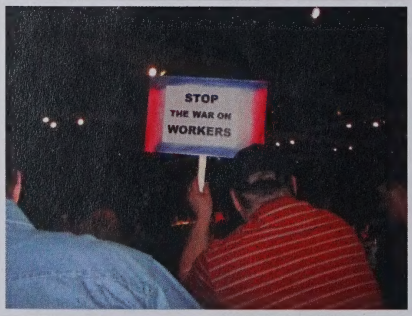
The ripples of the ongoing Occupy Wall Street protests in New York were felt in cities around the country this weekend, and in Rochester Monday.

A gathering of about 75 people, led by the Band of Rebels, a group concerned grandparents and senior citizens, protested Monday at t Bank of America, 1 East Avenue in Rochester, over claims of preferential treatment and corporate greed.

Local President Bess Watts was elected to the National Executive Board (pictured) of Pride at Work representing Small Chapters. In **September** she presented a report at the NEB meeting in Detroit.

Below – in **December** we provided the centerpieces for the annual labor council dinner – "Occupy the Holidays" was the theme.

August 9 Pride at Work was presented a proclamation from Monroe County for our work on marriage equality.



Some of our outreach: Pride at Work provided signs, food and a generator to Occupy Rochester as well as volunteered for WXXI Public Broadcasting for their membership drive.

We also have a visible presence on social media. Join us on Facebook: 'like' Pride at Work – Rochester Finger Lakes Chapter or visit our blog at www.prideatworkrfl.org. Finally contact President Bess Watts at besswhat@gmail.com or call 585-770-4714 if you have any questions or would like to become involved. To join send $25.00 as an individual or $100.00 as an organization to Pride at Work RFL, 167 Flanders Street, Rochester NY 14619. **We Are One!**

Chemung, Genesee, Livingston, Monroe, Ontario,
AFL-CIO
ROCHESTER & GENESEE VALLEY
AREA LABOR FEDERATION
UNITING WORKERS
EST. 2001
Schuyler, Seneca, Steuben, Wayne, Wyoming & Yates Counties

2012
Annual Meeting

March 24, 2012

Moving Forward for Economic Justice

- **Good Jobs Now**
- **Your Rights at Work**
- **Safety and Health**
- **Civil, Human and Women's Rights**

Rochester & Genesee Valley Area Labor Federation, AFL-CIO

Annual Meeting
Saturday, March 24, 2012
Agenda:

8:00 a.m. Registration
Vendor Tables
Coffee/Pastries

9:00 a.m. Opening Remarks
-Jim Bertolone

Featured Speaker
-Rick Perlstein, Author of "Nixonland; The Rise of a President and the Fracturing of America"

11:00 a.m. Political Presentation
-Tony Bernardo, Political Director and Bruce Popper, Vice President and Dana Alas Political Director 1199 SEIU Upstate Division
Remarks from Congressmembers Kathy Hochul and Louise Slaughter, and U.S. Senator Kirsten Gillibrand

12:00 p.m. Lunch

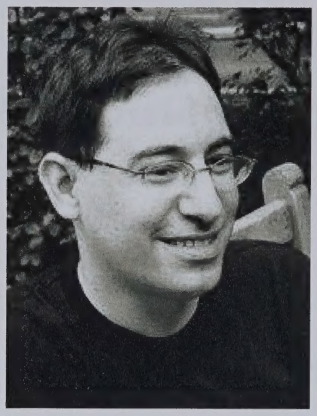
Luncheon Presentation on Project Labor Agreements
-David Young, President of the Rochester Building & Construction Trades

1:00 p.m. Social Media
-Kevin Eitzmann, Social Media Assistant/Field Coordinator, NYS AFL-CIO

1:30 p.m. Business Meeting
- President's Report
- Finance Report
- Old Business/New Business
- Election of Officers
- Oath of Office
- Adjourn

Guest Speaker

Rick Perlstein



Rick Perlstein is the author of the New York Times bestseller Nixonland: The Rise of a President and the Fracturing of America. His first book, Before The Storm: Barry Goldwater and the Unmaking of the American Consensus, won the 2001 Los Angeles Times Book Award for history. It appeared on the best books lists that year of the New York Times, Washington Post, and Chicago Tribune, and also achieved the status, in the wake of the Clinton Wars and the 2000 Florida recount, as one of the very rare books to receive glowing reviews in both left-wing and right-wing publications. From the summer of 2003 until 2005 he covered the presidential campaigns as chief national political correspondent for the Village Voice; in 2006 and 2007 he wrote a biweekly column for The New Republic Online, and he currently writes a weekly column for Rollingstone.com. He has also published The Stock Ticker and the Superjumbo: How the Democrats Can Once Again Become America's Dominant Political Party, an essay with responses from commentators including Robert Reich, Elaine Kamarck, and Ruy Teixeira.

He received a B.A. in history from the University of Chicago in 1992, where his cultural criticism was published in the Baffler, and spent two years in the PhD program in American culture at the University of Michigan. Moving to New York, he worked for two years as an editor at Lingua Franca: The Review of Academic Life; while at Lingua Franca. Perlstein's freelance book reviews and essays have appeared in publications including _Slate, the Village Voice, Newsday and The Nation. His work later appeared in The New York Times, The New York Observer, The Washington Post, Chicago Tribune, San Francisco Chronicle, Los Angeles Times, Arizona Republic, the London Review of Books, Newsday, Columbia Journalism Review and The New Yorker.

Kevin Eitzmann

(Labor Geek)
Social Media/Assistant Field Coordinator
New York State AFL-CIO
keitzmann@nysaflcio.com
Fb.me/keitzmann - @Keitzmann

Field Staff at Capital District Area Labor Federation
*Planned and executed a digital strategy for new media that has increased our membership communication and outreach.
*Consulted PEF, CSEA Region 4 and NYS AFL-CIO among others on use of new media.
*Founded the Community Roundtable through the Capital District Area Labor Federation to build long lasting relationships in the community.

VICE PRESIDENT at Communication Workers of America
*Organized a political action team that increased its members, from 3 volunteers to over 100, in 2 years.
*Created and sustained Stewards Army Activist List through e-mail, phone contact, and Facebook account to advance discussion and union involvement
*Successfully promoted advocacies in healthcare, clean elections, and workers right through various media events

ROCHESTER AND GENESEE VALLEY AREA LABOR FEDERATION
2011 Budget vs. Actual Recap
Cash Basis — January through December 2011

	Jan - Dec 11	Budget	$ Over Budget
Income			
100 PER CAPITA INCOME			
000 NYSUT	56,878.22	76,000.00	-19,121.78
003 AFGE 491	288.00	288.00	0.00
004 AFGE 521	0.00	210.00	-210.00
005 AFGE 3306	640.50	672.00	-31.50
010 BENTE AFSCME	2,700.00	3,600.00	-900.00
011 AFSCME 1635	300.00		
013 AFSCME 3357	3.00	13.00	-10.00
015 AFTRA 223	141.00	210.00	-69.00
016 APWU 215	2,190.00	2,190.00	0.00
017 APWU 2255	90.00	96.00	-6.00
020 AWIU 26	180.00	210.00	-30.00
021 ATU 282	1,800.00	1,800.00	0.00
021 AWIU 12A	0.00	558.00	-558.00
022 BCTGM 116	500.00		
035 BAC 3	1,302.00	651.00	651.00
037 GCIU 503M	697.50	930.00	-232.50
039 GLAZIERS 677	360.00	360.00	0.00
041 GMP 104	258.00	258.00	0.00
042 GMP 180	561.00	561.00	0.00
048 CSEA ALL	37,695.00	37,695.00	0.00
051 CWA 1111	2,007.00	1,456.50	550.50
052 CWA 1152	21.00	21.00	0.00
053 CWA 1170	1,518.75	2,494.50	-975.75
055 IBEW 83	441.00	441.00	0.00
056 IBEW 86	3,207.00	3,207.00	0.00
057 IBEW 139	690.00	660.00	30.00
058 IBEW 249	322.50	744.00	-421.50
059 IBEW 36- RG&E	1,082.25	1,147.50	-65.25
060A IBEW 840	375.00	375.00	0.00
062 IBEW 1833	616.50	599.25	17.25
063 IBEW 2213	129.00	240.00	-111.00
064 IUE 302	18.00	18.00	0.00
065 IUE 311	1,080.00	939.00	141.00
067 IUE 323	213.25	177.00	36.25
072 IUE 381	2,550.00	2,550.00	0.00
077 IUE 81495	483.00	483.00	0.00
078 IUEC 27	222.00	231.00	-9.00
079 IUOE 832	2,256.00	2,256.00	0.00
081 IAFF 709	165.00	180.00	-15.00
082 IAFF 1071	724.50	1,518.00	-793.50
083 IAFF 2223	75.00	75.00	0.00
084 IAFF 3794	0.00	12.00	-12.00
085 IAFF 3827	78.00	78.00	0.00
086 IAFF 932	112.50	75.00	37.50
087 HERE 471	0.00	169.50	-169.50
090 IATSE 25	177.00	177.00	0.00
091 IATSE B-90	291.00	306.00	-15.00
093 IATSE 289	78.00	157.50	-79.50
094 IATSE 788	69.00	66.00	3.00
095 IATSE 858	36.00	36.00	0.00
099 Iron Workers 33	645.00	645.00	0.00
102 LABORERS 103	185.25		
103 LABORERS 435	2,037.75	2,223.03	-185.28
104 LABORERS 785	375.00	300.00	75.00
105 NALC 21	300.00	175.00	125.00
106 NALC 210	3,000.00	3,050.00	-50.00
107A NATCA	141.00	60.00	81.00
110 IAM 588	996.75	1,030.50	-33.75
111 IAM 1379	763.50	480.00	283.50
116 IAM 2312	293.00	297.00	-4.00
117 IAM 2741	60.75	1,188.00	-1,127.25
122 MUSICIANS 66 AFM	270.00	270.00	0.00
126 NABET 22	168.75	300.00	-131.25
129 NWU 1981	0.00	36.00	-36.00

ROCHESTER AND GENESEE VALLEY AREA LABOR FEDERATION
2011 Budget vs. Actual Recap
January through December 2011

Cash Basis

	Jan - Dec 11	Budget	$ Over Budget
130A OPEIU 45	159.75	252.00	-92.25
131 OPEIU 277	30.00	45.00	-15.00
136 PACE 625	333.00	333.00	0.00
139 PAINTERS 150	501.00	528.00	-27.00
141 PEF'S	5,433.00	5,433.00	0.00
142 ROCHESTER POLICE	2,175.00	2,175.00	0.00
143 ROOFERS 22	600.00	696.00	-96.00
144 RWDSU	871.50	951.00	-79.50
145 SEIU LOCAL 200 UNITED	1,500.00	1,500.00	0.00
146 SEIU 1199	5,625.00	7,500.00	-1,875.00
148 SHEETMETAL 46	1,012.50	1,350.00	-337.50
150 SMWIA 112	1,275.00	1,275.00	0.00
154 TEAMSTERS 118	7,500.00	6,000.00	1,500.00
159 UA PLUMBERS 13	2,587.50	1,350.00	1,237.50
160 UA 267 PLUMBERS	600.00	600.00	0.00
168 UAW 604	0.00		
169 UAW 1097	2,295.75	2,439.00	-143.25
171 UAW 1752	0.00	1,179.00	-1,179.00
172 UE 334	0.00	12.75	-12.75
172 UAW 2320	18.00	21.00	-3.00
173 UFCW 1	3,000.00	3,000.00	0.00
174A USW #1000	2,250.00	2,250.00	0.00
175 USWA 135T	54.00	66.00	-12.00
179 USWA 7110	117.00	117.00	0.00
180 USWA 9265	120.00	120.00	0.00
181 USWA 12460	327.00	354.00	-27.00
186 WORKERS UNITED	2,500.00	4,500.00	-2,000.00
Total 100 PER CAPITA INCOME	175,744.22	201,293.03	-25,548.81
301 ALF INCOME			
04 BLUE BOOK INCOME	0.00	3,000.00	-3,000.00
05 REIMBURSEMENT INCOME	484.10		
06 NGU MEMBERSHIP DUES	300.00	480.00	-180.00
07 NGU REIMBURSEMENTS	293.00		
17 INCOME CONF. & MTG	1,631.85		
19 WDI - RENT INCOME	3,795.00	4,140.00	-345.00
50 NYS AFL-CIO	0.00	1,000.00	-1,000.00
301 ALF INCOME - Other	0.00	0.00	0.00
Total 301 ALF INCOME	6,503.95	8,620.00	-2,116.05
401 RLC INCOME			
01 Education Committee			
00 FILM SERIES	300.00		
02 LDP INCOME	5,500.00	600.00	4,900.00
01 Education Committee - Other	0.00	400.00	-400.00
Total 01 Education Committee	5,800.00	1,000.00	4,800.00
02 COPE INCOME			
02A COPE Picnic Income	990.00		
Total 02 COPE INCOME	990.00		
07 Delegates Dinner			
07A Delegates Dinner Income	5,805.00	11,430.00	-5,625.00
07B Journal Income	3,550.00	4,775.00	-1,225.00
Total 07 Delegates Dinner	9,355.00	16,205.00	-6,850.00
Total 401 RLC INCOME	16,145.00	17,205.00	-1,060.00
801 STEUBEN COUNCIL INCOME	9,496.87		
Uncategorized Income	60.00		
Total Income	207,950.04	227,118.03	-19,167.99

ROCHESTER AND GENESEE VALLEY AREA LABOR FEDERATION
2011 Budget vs. Actual Recap
sh Basis — January through December 2011

	Jan - Dec 11	Budget	$ Over Budget
Expense			
300 ALF EXPENSES			
01 LEAD FIELD ORG.	34,970.48	34,351.46	619.02
01A HEALTHCARE LEAD FLD ORG	5,128.82	4,172.52	956.30
02 FLD ORGANIZER	33,729.00	33,257.38	471.62
02A HEALTHCARE FLD ORG	5,128.82	4,172.52	956.30
04 EMPLOYER SSI & MEDICARE	7,301.06	3,432.00	3,869.06
05 EMPLOYEE SSI	5,511.16	3,432.00	2,079.16
07 FUTA	160.50	199.20	-38.70
08 NY SUI	2,465.76	852.00	1,613.76
09 FEDERAL TAXES	10,843.42	4,680.00	6,163.42
10 NYS TAX	4,501.90	2,076.00	2,425.90
13 ADMIN. P/T	801.35		
14 RETIREMENT	5,334.50	5,334.24	0.26
15 ALF COPE	0.00	300.00	-300.00
16 CONFERENCES & MEETINGS			
00 ALF annual meeting			
00A BUS TO ANNUAL MEETING	1,200.00	1,105.00	95.00
00 ALF annual meeting - Other	8,450.09	7,000.00	1,450.09
Total 00 ALF annual meeting	9,650.09	8,105.00	1,545.09
16 CONFERENCES & MEETINGS - Other	2,761.01	2,486.64	274.37
Total 16 CONFERENCES & MEETINGS	12,411.10	10,591.64	1,819.46
17 BONUSES	474.50	521.00	-46.50
18 MILEAGE	7,422.05	3,720.00	3,702.05
19 RENT			
00 RENT 30 N UNION	7,174.10	6,999.12	174.98
Total 19 RENT	7,174.10	6,999.12	174.98
20 MERCHANDISE	0.00	753.50	-753.50
21 OFFICE SUPPLIES	4,528.79	3,504.00	1,024.79
23 COMPUTER SERVICES	2,474.65	3,324.00	-849.35
25 POSTAGE	6,503.40	7,200.00	-696.60
26 NEXT GENERATION UNITED	1,028.74	2,760.00	-1,731.26
27 TELEPHONE			
00 Rochester office	2,814.98	2,786.95	28.03
Total 27 TELEPHONE	2,814.98	2,786.95	28.03
29 SUBSCRIPTIONS	2,301.41	1,356.44	944.97
31 LETTERHEAD	871.56	949.32	-77.76
32 BLUE BOOK EXPENSES	3,740.04	6,288.84	-2,548.80
33 MOBILIZATION MATERIALS	550.00	22.75	527.25
36 INSURANCE	2,696.99	4,067.75	-1,370.76
37 BANK FEES	78.98	93.20	-14.22
38 PAYROLL SERVICES	508.97	315.17	193.80
39 MISC./OTHER	500.00	1,107.09	-607.09
40 AFL CIO DUES	150.00	321.78	-171.78
41 ACCOUNTANT FEES	1,000.00	1,000.00	0.00
43 CASH RESERVE	0.00	600.00	-600.00
45 ORGANIZING	1,215.78	660.00	555.78
46 OUTREACH	827.64	1,000.00	-172.36
48 EMPLOYEE TRAINING	0.00	200.00	-200.00
Total 300 ALF EXPENSES	175,150.45	156,401.87	18,748.58
400 RLC EXPENSES			
01 Education Committee			
01A FILM SERIES	550.00		
01C LABOR LYCEUM	35.20	343.62	-308.42
01F LD PARADE	7,779.82	1,132.00	6,647.82
Total 01 Education Committee	8,365.02	1,475.62	6,889.40

ROCHESTER AND GENESEE VALLEY AREA LABOR FEDERATION
2011 Budget vs. Actual Recap
January through December 2011

Cash Basis

	Jan - Dec 11	Budget	$ Over Budget
02 COPE			
02A COPE MEETING	457.64	481.66	-24.02
02C COPE PHONE BANKS	896.12	184.30	711.82
02E COPE STIPEND	2,382.50		
02 COPE - Other	164.71	460.18	-295.47
Total 02 COPE	3,900.97	1,126.14	2,774.83
02 DIRECT ACTION	71.00	500.00	-429.00
03 AFL-CIO SUBSIDY	50.00		
04 WORKERS MEMORIAL	324.42	225.00	99.42
05 RETIREES			
05A RETIREE MTG EXPENSES	452.89	720.36	-267.47
05B RETIREES STIPEND	3,679.68	3,601.68	78.00
05 RETIREES - Other	96.57	146.47	-49.90
Total 05 RETIREES	4,229.14	4,468.51	-239.37
06 OUTREACH	104.76		
06 PRINTING	444.96		
06 PROGRAM	1,000.00		
07 DEL JOURNAL	0.00	2,634.12	-2,634.12
07 DELEGATES DINNER	13,840.92	10,129.60	3,711.32
08 PICNIC DEL	3,067.40		
15 MUTUAL SUPPORT	1,300.00		
20 COMMUNITY SERVICES	667.00		
25 MISC OTHER	1,910.00	504.00	1,406.00
Total 400 RLC EXPENSES	39,275.59	21,062.99	18,212.60
500 CHEMUNG CO EXPENSES			
03 RENT FOR MEETING SPACE	1,200.00		
Total 500 CHEMUNG CO EXPENSES	1,200.00		
600 STEUBEN CO EXPENSES			
12 WORKER'S MEM. DAY	585.80	650.00	-64.20
14 PO BOX	10.00		
16 GUEST EXPENSES	0.00	296.50	-296.50
18 LIVINGSTON MEET & GREET	0.00	450.00	-450.00
19 ANNUAL HOLIDAY PARTY	740.02		
26 Stu County - Allocation Exp	0.00	1,704.66	-1,704.66
32 OTHER/ORGANIZING	574.87	671.76	-96.89
600 STEUBEN CO EXPENSES - Other	72.00		
Total 600 STEUBEN CO EXPENSES	1,982.69	3,772.92	-1,790.23
700 FLS EXPENSE CLC			
02 MEETING & GREET/ REFRESHMNTS	251.83	376.63	-124.80
04 COPE	0.00	200.00	-200.00
06 PUBLIC RELATIONS	168.96	492.00	-323.04
26 Fingerlakes- Allocation Exp	0.00	484.77	-484.77
700 FLS EXPENSE CLC - Other	40.00		
Total 700 FLS EXPENSE CLC	460.79	1,553.40	-1,092.61
Total Expense	218,069.52	182,791.18	35,278.34
Net Income	-10,119.48	44,326.85	-54,446.33

ROCHESTER AND GENESEE VALLEY AREA LABOR FEDERATION
Statement of Cash Flows
January through December 2011

	Jan - Dec 11
OPERATING ACTIVITIES	
Net Income	-7,036.73
Adjustments to reconcile Net Income to net cash provided by operations:	
RGV Accounts Receivable	15,145.20
Net cash provided by Operating Activities	8,108.47
Net cash increase for period	8,108.47
Cash at beginning of period	57,331.96
Cash at end of period	65,440.43

Finger Lakes Labor Council, AFL-CIO

Paul Peters, President

We are pleased to announce that the Finger Lakes Labor Council is indeed a growing Council that has definitely put Labor on the map in the Finger Lakes region. With new faces at each meeting, and growing participation, we are now able to coordinate activities with other activists and political representatives like never before.

A relationship with the Wayne County Democratic Committee developed, with a common goal of furthering the working families agenda in our community. The Committee submitted a position on collective bargaining, the first of its kind from a political committee in this area. We are currently planning to co-host a press event for Senator Gillibrand this spring.

In addition to new faces, we have new affiliation....UFCW Local 1 assisted the employees at PACTIV in Canandaigua in organizing their workplace. We also have a new Firefighter Local in Geneva, and an IAM local in Geneva, as well. The Workers Memorial Day this year allowed us to communicate with the Mayor of Penn Yan, Bob Church, who has encourage us to continue our dialogue about the benefits of Labor in our community.

The 2011 elections also provided an opportunity for dialogue with local politicians. A growing political party is emerging in the Finger Lakes; the Common Sense Party. Consisting of mainly Moderate Republicans and middle of the road Democrats, we have developed a relationship with these people, as they have agreed to our working families agenda, and signed on to bring about change. Unfortunately, only 2 out of our 4 endorsed candidates crossed the finish line. However, we are mobilizing now for the 2012 election season, and continue to maintain in contact with our volunteer base both inside and outside of Labor.

This is a phenomenal Council, consisting of hard-working men and women dedicated to Labor. It has been a pleasure meeting new people, building new relationships, and working together as a community for the purpose of job creation, unity, and prosperity despite the weakening economy over the last year.

Our main goal for the rest of 2012 is too increase Labor's visibility in other counties. Seneca County is the main area that we struggled in the 2011 elections. We also are focused on Yates and Ontario counties, and are interested in what the new Congressional lines will mean this year.

Despite the layoffs and increasing unemployment in the Finger Lakes region, the membership has been consistent in their efforts to educate themselves, and their brothers and sisters in Labor, as well as their neighbors, families, and friends for a more unified message when November arrives. Thank you to the rest of the Council for a productive 2011, and I look forward to the work ahead in 2012.

You're Invited

To the

Finger Lakes Labor Council, AFL-CIO Annual Meet and Greet 2012

At

The Finger Lakes Gaming and Race Track
5857 Route 96
Farmington, NY
Vinyard Rooms A & B

On

Wednesday, April 4, 2012
5:30 p.m.

$25 per person, includes full dinner buffet, soft drinks and coffee

Guest Speakers include:

Jim Bertolone, President, Rochester and Genesee Valley Area Labor Federation, AFL-CIO

RSVP to Erin Moody at emaflcio@aol.com or (585) 263-2650 by April 1, 2012

The Steuben Livingston Central Labor Council, AFL-CIO

Steve Panton, President
Jim Williams, 1st VP
Dan Stone, 2nd VP
Sally MacDougal, Recording Secretary
Mike LeBaron, COPE Chair

2011 has been a serious year for mobilizing in the Southern Tier. Many discussions with politicians have kept Labor with a seat in every room open for discussion. You will find President Steve Panton and/or staff Erin Moody and/or COPE Chair Mike "Libby" LeBaron at many Town Hall meetings, public forums, rallies, picket lines or Occupy Elmira Corning meetings as they can possibly attend.

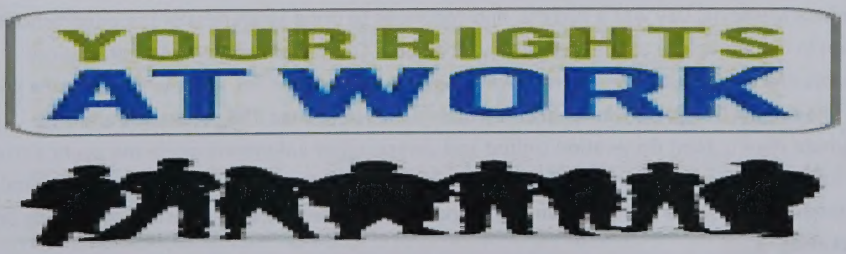
Due to the extra effort to reach out to the community, many new relationships have been made at the Corning Community College, with participation from UUP, as well as young student groups assisting with the growth of the Occupy movement across the Southern Tier.

We are happy to have new delegates joining us at our monthly meetings, and are very pleased to have had an incredible turnout at the Annual Holiday Dinner in December. Incredibly, all 4 endorsed candidates successfully crossed the finish line last November, and all 4 were there to thank the members of the Council in person. They are a pleasure to work with, especially in such a hostile political climate that we are in now.

Hydrofracking has been a major topic in the Southern Tier, as area residents fear for what this will do to their community. Such controversial topics are what can draw a community together in solidarity, and the Steuben Livingston Labor Council has worked hard to ensure that these opportunities to assist in community activism that promotes job growth, or protects workers are not missed. It was our goal for 2011 to increase our visibility in the community, and with the numerous articles, and other publications and media spots that we have appeared in, I am proud to say that we are succeeding in our goal.

We have our relationship with our brothers and sisters in the Chemung Schuyler Labor Council, which will increase Labor awareness throughout our area, crossing borders to help one another with "street heat" and political mobilization. Meetings with politicians are regularly scheduled, as important Labor issues are addressed and lines of communication have been established with our elected officials.

We are proud to participate in this year's Annual Meeting to increase awareness with our brothers and sisters from additional areas as well. We are moving ahead in 2012 and are ready to put boots on the ground this election season.



2011-2012 Annual Report

UNITING WORKERS
AFL
ROCHESTER LABOR COUNCIL
CIO
SINCE 1888

Rochester & Vicinity Labor Council, AFL-CIO

Political: 2012 is the focus of the Congressional races, as well as the U.S. Senate. Tony Bernardo, Jim Bertolone and Erin Moody have all been seen giving presentations at union halls, speaking to membership about the importance of volunteering this election season. AFL-CIO voting records have been distributed, pointing out the distinct differences between Congressmembers Hochul and Slaughter voting records versus Congressmembers Reed and Buerkle's. We began mobilizing for these elections early, and are still building our volunteer database in preparation for a busy election season.

In-district legislative meetings were scheduled to address Tier VI and other upcoming legislation that is of concern to our affiliates. Some of our elected officials also made noted appearances at our Annual COPE picnic this year at Ontario Beach Park.

A big "Thank You" to Freddi Macek and the retirees for continuing their tireless effort at the phone banks! Another "Thank you" to the other volunteers who spend their time fighting for working families on the phones and in our neighborhoods!

A big "Congratulations" goes out to the Rochester Building and Construction Trades Council for their work with the Mayor and other City Officials in obtaining two Project Labor Agreements and launching an Apprenticeship Program for city residents. This program will provide training for the new jobs created by these projects in the city. Way to go!!!!

Organizing Efforts: We'd like to welcome new affiliates AFSCME Local 3179 (President Bob Begandy) who represent town workers in Chili, IAFF Local 3792 (Gates Firefighters) President, Anthony Dentino, and the Boilermakers Lodge 7 (President Dan DeCarlo).

Assistance was given to the Taxi Drivers in the City of Rochester for their organizing campaign (now executing with IAM). Congratulations for the success you have had thus far! We look forward to working with you in the future!

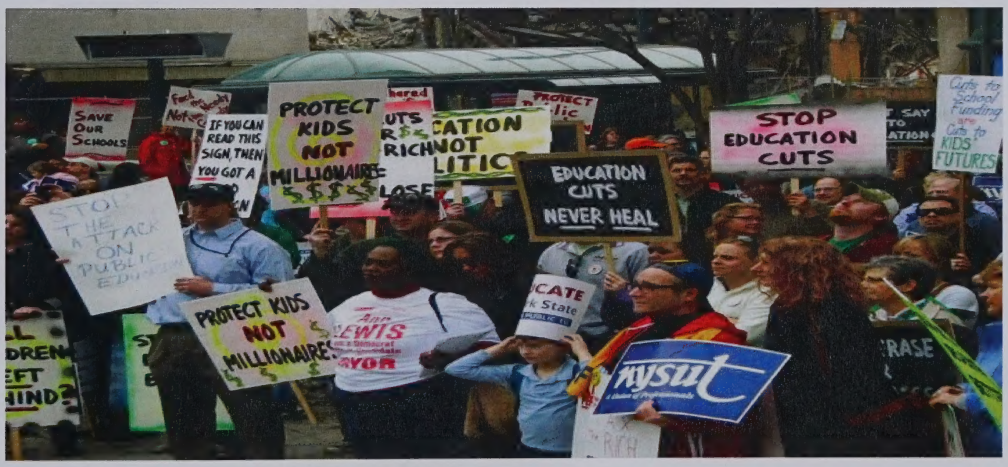
The RLC Retiree Committee continues to grow by leaps and bounds. They provide a tremendous support at meetings, events and political outreach.

The Workers Memorial Day was a success, and continues to bring awareness of the importance of safety legislation in the workplace to the community. The Labor Day parade continues to draw more participants and crowds each year. A rally was staged in front of the IRS, and the media had a presence, as well. The Annual Delegates Dinner drew an attendance of around 250, where the Lifetime Achievement Award. Next Generation United and several other volunteers made the event a truly wonderful evening. Special thanks to Bess Watts and her wife, Anne Tischer for the phenomenal job on the centerpieces. They are currently running workshops on how to create effective messaging on rally/picket signs.

The 2011 Rochester Labor Day Parade was reported to be the largest in NYS! We had great coverage from the press, with attention around the "We Are One" theme. Thank you to all of our affiliates who came out to show the solidarity in Rochester!

Coalitions/Community Outreach: Congratulations to Pride at Work on marriage legislation in 2 more states now! CBTU will be holding a an awards dinner on April 20th, and the Band of Rebels with combined efforts with Metro Justice has created a tremendous amount of Street Heat in the Rochester area. Occupy Rochester has been a constant presence; with successful "teach-ins" in the community (some lead by Linda Donahue, Cornell ILR). We also congratulate them on having all charges removed following the arrests of protestors in the park. We have had a great collaboration on our events with these groups in the community, which has proven to be quite successful in sending a message to our elected officials and community members alike. We intend to carry this message forward into the 2012 election season.

Due to an increase in participation with these community groups, following the "We Are One" campaign, the "We Are One" Coalition was formed. This has provided an opportunity for representatives from each group to have a voice at the table and keep lines of communication open to make a more combined effort and increase effectiveness/ awareness in the community.


SAVE OUR SCHOOLS
IF YOU CAN READ THIS SIGN THEN YOU GOT A
PROTECT KIDS NOT MILLIONAIRE $$$$
STOP THE ATTACK ON PUBLIC EDUCATION
PROTECT KIDS NOT MILLIONAIRE $$$$
EDUCATION CUTS NEVER HEAL
STOP EDUCATION CUTS
Cuts to School Funding are Cuts to KIDS' FUTURES
nysut

Rochester & Genesee Valley Area Labor Federation, AFL-CIO

2011-2012 Annual Report

Political Power:

The 2012 Election season will be busy this year, as we mobilize to keep Congressmembers Kathy Hochul and Louise Slaughter in office, and target harmful Congressmembers Ann Marie Buerkle and Tom Reed's districts. U.S. Senator Kirsten Gillibrand will also be defending her position, as well as President Obama, in one of the most brutal economic and political climates in decades. The Rochester Labor Federation has employed Political Director Tony Bernardo to assist in presenting the political timeline at union meetings, in hopes to elicit volunteers for our phone banking and labor walk efforts. Our GOTV efforts will be critical this year. While the whole nation watched the special election in the 26th Congressional district, a district that Gerry mandered so that Republicans outnumbered Democrats by 2 to 1, no Democrat had ever won in its 50 year history. Our Federation mobilized with the WNY Labor Federation to overcome this Republican stronghold in the 26th Congressional district, with the country watching, to elect Congresswoman Kathy Hochul, despite the huge money against her.

In the 2011 elections, the City of Rochester kept our endorsed candidates in City Council seats, while candidates kept ___in the County Leg. In the Finger Lakes area, involvement with the Wayne County Democratic Committee is an encouraging start to mobilization in the western part of the district, while the 2 endorsed candidates in the 2011 races (Paul D'Amico, Geneva City Council), and (John Greco, Geneva City Council) who crossed the finish line will hopefully continue their established relationship with the Labor in the Geneva area. In the Southern Tier, **ALL** 4 endorsed candidates crossed the finish line, resulting in the Democrats taking over the County Legislature in Steuben County. They expressed their gratitude for Labor's support by thanking the members and guests at the Steuben Livingston CLC Annual Holiday Dinner at the Steelworkers Hall in December.

The Rochester & Genesee Valley Area Labor Federation PAC fund ("The Solidarity Fund") continues to grow as a result of the 50/50 raffles at the RLC Delegates meetings. We are also proud to have the addition of a part-time employee dedicated to our Political Agenda (Tony Bernardo).

We have remained in regular contact with many of our elected office holders, as important pieces of legislation and their impact on working people is discussed.

Organizing/Union Density/ Mobilization:

Action/Rallies: The Rochester area has been a flood of activity around the Occupy Movement, the Band of Rebels in front of the Bank of America every Monday afternoon, Metro Justice and Take Back the Land Rallies defending people's homes from being foreclosed on, and CSEA, PEF, and NYSUT taking their message out against Tier 6. We had the members of USW Local 135T (Anchor Glass) out on strike briefly, and are watching their brothers and sisters in GMP Local 180 closely, as their contract expires this spring. We also showed our support for the members of AFSCME Local 3179 (Chili Town Workers) as they picketed in Chili for the settlement of their contract (still ongoing).

We welcome new affiliates to our Area Labor Federation: AFSCME Local 3179 (President Bob Begandy) who represent town workers in Chili, IAFF Local 3792 (Gates Firefighters) President, Anthony Dentino, and the Boilermakers Lodge 7 (President Dan DeCarlo) in Rochester. We will also welcome new affiliates in Canandaigua and Geneva, following successful organizing campaigns.

New relationships have been made at Corning Commuity College, following successful rountable discussions on the importance of unions, and the purpose of the Occupy Movement. A budding student group has launched the Occupy Movement across Steuben and neighboring Chemung Counties. An initiative has been successful in communicating with various religious groups, and invitations for Labor to speak at other community events are scheduled when able.

The Salsa database is under a constant process of being updated, with lists changing and emails bouncing back frequently. Erin continues to monitor the output and correct errors as quickly as possible when they become apparent. Much focus also went into the Blue Book this year, as its distribution increases year by year. Thank you to the affiliates who responded quickly with updates, and keep the office notified of changes!

New Internship Program:

An outline has been created for an internship program for distribution at colleges and universities in the area. Erin Moody, along with Hannah Wilson (a former intern) and editing suggestions from Linda Donahue (Cornell ILR) have created a positive guideline for future interns, volunteers, and new recruitment.

Coalitions and Community Outreach:

Along with the several rallies and actions previously mentioned, the communication with other community groups has increased in territories across the board. President Steve Panton (Steuben Livingston CLC)has frequented Occupy and Green Energy meetings, as well as Erin Moody's participation at to WDI events in Albany (TAA training, and panelist participation in Women Who Work conference). President Jim Bertolone (Rochester CLC) can be found speaking at most rallies and press conferences (the most recent being a Jobs With Justice initiative on IDA Reform). Vice President Bruce Popper (Rochester CLC) gave an incredible speech to the community on Martin Luther King Day, and President Dave Young (Rochester Building and Construction Trades) will be seen giving presentations on the importance of training programs to the community and youth in our area, in addition to the number of community programs the Trades volunteer tools and labor to. CSEA Local 828 and Pride at Work President Bess Watts and her wife Anne Tischer can be seen volunteering their signs made with care on their own time, at just about every rally in the Rochester area.

Several members of the Finger Lakes CLC and the Steuben Livingston CLC are making their voices heard through letters to the Editor and participation in other community activities. We look forward to pushing the energy forward through the upcoming elections!

Office/Staff/Financial:

Lead Field Organizer Aron Reina welcomed a new baby girl, Anastasia Marie Reina 27 ½ weeks premature on December 22, 2011. He has been on Family Leave to care for his wife and new daughter.

Erin Moody and part-time admin Hannah Wilson have been holding the fort down, and appreciate the patience from the affiliates as they acclimated!

A new volunteer database has been created for the 2012 election season. The new system allows volunteers to sign up for specific duties, and gives them the opportunity to put how many hours they can volunteer each month. This eliminates the possibility of volunteer "overload" when the season gets busy.

The office continues to run smoothly, with successful financial audits, new documentation retention policy (implemented last year), and an updated copy machine. We will be distributing "surveys" to affiliated officers to provide their feedback on office policy, staff, and other information they feel should be expressed to the board for increased productivity.

The Rochester Building and Constructions Trades Council Annual Report 2011/2012

It has been an extraordinary year for us at the Rochester Building and Construction Trades. We have made progress towards keeping our members working, and at the same time made major strides towards social justice in our community.

We finally seem to have partners in leadership in Rochester that understand that not all jobs are created equal. More and more, we are gaining traction with the idea that by hiring workers with fair wages and good benefits, especially health care, local and county governments keep those dollars in the community, and ease the burden on government services such as Medicaid. County Executive Maggie Brooks has continued her commitment to this idea, and we were pleased to see her re-elected last fall.

Working with Mayor Richards and City Council President Lovely Warren, we signed the first-ever project labor agreement (PLA) with the City of Rochester, for work at the Midtown site. This PLA saved taxpayers money and put our members to work on the project. In addition, serious minority and local hire requirements, as well as funding for training programs to help meet those requirements, created one of the most progressive programs for economic justice the city has seen in years. It is our long-term hope that by changing the face of the trades, we can create a ripple effect that can make a real difference in the quality of life in the neighborhoods of Rochester.

The Midtown PLA was followed in quick succession by two more: one for the first phase of the Rochester City School District Facilities Modernization Plan, and one for work at the RGRTA downtown bus terminal. Both of these PLAs had the same minority hiring program as the one for Midtown, significantly magnifying its impact.

I've also been proud to continue our commitment to the Robert Brown School of Construction and Design at Edison. The students there are excelling academically while learning real-world skills and exploring the opportunities offered by the building trades. The school is graduating students who are prepared for a wealth of opportunities, from college to apprenticeships. The Get Ready for Life Program at Edison is giving students the opportunity to get a taste of life in the trades – and get paid. This year's house-building project is rising quickly.

Last year, we explored new ways we could help bring businesses to Rochester. With our partners such as Greater Rochester Enterprise, we were able to show outside companies the unusual level of cooperation between Labor and business in this community, creating a competitive advantage for the Rochester region. We also explored the possibility of investing directly in financing major building projects, a model that promises to reinvent how construction is done in Rochester. These initiatives have allowed us to proactively ensure a future for our members, as well as the greater community.

There is no question that 2011 held many challenges for the Building Trades. But I am proud to say that at its end, we are far better off than we were a year ago. And because of the progress over the past year, there is much to look forward to in 2012.

David Young
President, Rochester Building and Construction Trades Council
Business Manager, IBEW Local 86

Coalition of Black Trade Unionists

Rochester - Chapter

Debbie Lee, President | **April 2011 – April 2012 Annual Report** | **March 2012 Issue**

CBTU Annual Awards Dinner April 18, 2011

In April, the Rochester Chapter of Coalition of Black Trade Unionists (CBTU) held our Annual Awards Banquet at Rick's Prime Rib. The evening consisted of a fabulous live jazz band, elegant dining, awards presentations, and many distinguished guests. On behalf of our President, we thank the award recipients Mike Harren, Esq. and Tracey Harrison, and friends in the labor community for a very special evening.

The CBTU awards banquet provides an opportunity for meaningful dialog with distinguished labor, religious, municipal, and educational leaders. The banquet enhances community awareness of the objectives and goals of the CBTU Rochester Chapter and encourages collaboration among various organizations while developing leaders for a better tomorrow.

Zola Brown received **the CBTU Region 1 Charles Nelson Award of Distinction** and the **Richard M. Downing Heart of Gold Award** from the United Way of Rochester

Geena Cruz (lt) won the **Volunteer Award** from the 2011 **Latinas Unidas Reconocimiento Awards.** Shelly Clements, CBTU Trustee (rt).

May 24- 29 2011 CBTU National Convention

The 41st CBTU Annual National Convention took place in Las Vegas. Nearly 1000 attendees enjoyed their Memorial Day weekend learning about labor union/working people issues and sharing their thoughts/questions at the various workshops. The National convention provides an opportunity for attendees to meet and network with fellow union brothers and sisters and to learn and grow from each other's experiences. Ronieka Burns, one of our Young Workers, was recognized with a very first CBTU Award of Distinction.

Jimmy Haynes, CBTU Sergeant –at- Arms **received Region 1 Robert Wilson Award 2011 at the CBTU Regional Convention**

Ronieka Burns received the very first **CBTU under 40 Leadership Award at the CBTU National Convention.**

August 2011 CBTU Regional 1 Conference

Nearly 150 CBTU members attended the Annual Region 1 Conference in Albany, NY. Rochester CBTU Executive Vice-President and Region 1 Women's Committee Chair, Zola Brown, did an excellent job, along with her committee, in hosting the Women's Day program at the Regional Convention. Clayola Brown, President of the A. Phillip Randolph Institute served as their guest speaker. Each facilitator had interactive workshops and members learned how to use social media to mobilize members. Our own CBTU Vice President, Karen Spotford, co-hosted the healthy fitness workshop in which she taught line/step dancing. Members raved that the conference was successful and they learned something new to bring back to their chapters.

CBTU Committees

Our members are active participants in achieving the objectives of the CBTU-Rochester Chapter. Listed below are the committees and contact information. Please become a Member of CBTU and sign up and join one of our groups!

Young Worker & Youth Engagement
Young Workers - roccbtuunder40@gmail.com

Branding/Marketing & Technology
Karen Spotford - kspotfor@rochester.rr.com

Political Action
Aloma Cason - acason@rochester.rr.com

New Organizing
Zola Brown - zola.brown@1199.org

Education
Shelley Clements - sclements@nysutmail.org

Financial Resources
Kendall Bell - kjb0412@hotmail.com

CBTU-Rochester Chapter
167 Flanders Street
Rochester, New York 14619
Telephone Number: *(585) 328-2250*
Email address: *cbtu@rochester.rr.com*
Website address: *www.cbtu-rochesterchapter.org*
Membership Applications are available online.
(Membership Meetings are held at 167 Flanders St., near corner of Thurston Road)

CBTU
COALITION OF BLACK TRADE UNIONISTS

CBTU - RALLY FOR THE PEOPLE!

Zola Brown, Deb Lee and Geena Cruz rally with CSEA public employee and CWA/IUE for a fair contract.

April 4, 2011
"WE ARE ONE "rally. CBTU marched in solidarity down Genesee street to Wilson High School. In support of the Wisconsin union workers under attack.

September 26, 2011
CBTU participated in the "Stop the Violence March" with the family of murdered Union Member Latasha Shaw Grayson. Our organization along side other labor and community groups marched in the Streets of Rochester to bring awareness to the senseless violence in all neighborhoods.

November 2, 2011
Occupy is alive! Rochester CBTU Chapter joined the peaceful movement in a rally to City Hall. CBTU Rochester does not support inequality of the wealth in America and attacks on the labor movement.

December 1-4, 2011
Rochester CBTU chapter joined Bill Lucy, Ben Jealous, Jesse Jackson and various community, labor, civil rights, and student groups at the "WE ARE ONE" Convention in Phoenix, Arizona.

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CBTU 2012 Schedule of Activities

January - Executive Board Planning Meeting
February - Free Tax program (C.A.S.H.)
March - Membership Meeting
April 20 - Annual Fund Raiser Dinner
May 26-31 - Annual National Convention, St Louis
June 16 - Juneteenth Voter Registration Drive
July 7-8 - Cornhill Festival Voter Registration Drive
August 23-26 - CBTU Annual Region 1 Conference hosted by New Jersey Chapter, Atlantic City and Clarissa Street Festival Voter Registration Drive.
September - Cook-out/Membership Meeting
October - Holiday Fundraiser
November- Membership Meeting & Get Out The Vote Campaign (GOTV)
December - Holiday Community Outreach

Next Generation United

YOUNG WORKERS IN ACTION

ROCHESTER AND GENESEE VALLEY

AREA LABOR FEDERATION, AFL-CIO

ANNUAL MEETING

MARCH 24TH, 2012

Our Purpose:

- To motivate young Union Members and activists to become more active in the Union, Labor Movement and Community
- To educate young Union members and activists on the importance of the Union and the strength it offers through collective bargaining and worker solidarity
- To provide opportunities for younger Labor and community activists to advance leadership, advocacy and activism skills
- To increase the visibility of younger Labor and community activists within the Labor movement and the greater community
- To provide opportunities for social networking and relationship building

2011, How we achieved our purpose:

- All our Union members are actively involved in their unions. They attend their union meetings, serve on committees and are elected leaders in their unions.
- We help educate each other on laws or direct each other to community resources. We work very closely with the education committee of the Rochester Labor Council and have many great mentors in the labor community. Attending The AFL-CIO's Next Up Summit is another way we continue to get the education needed for years to come.
- We magically became leaders in our own way. Each one of us brings a leadership quality needed to keep moving forward. We help each other grow into the leaders we have become. We know that we can't do it alone. Together we are strong because we believe in one another.
- We have been visible in almost everything. We attend labor rallies, labor walks, community rallies (Occupy, Band of Rebels, and Metro Justice) We are regulars at Labor Council meetings and attend almost everything the Labor Council offers.
- Networking: we are tied to our community by being involved with the *We are One* network, Occupy, Metro Justice, Young Dems of Monroe County, The Green Party, The Working Families party, and St Mary's Church.

Communications Committee Goals for 2012: Chair Michelle Hundley/ Community Member

- ***Monthly Mailings to Locals * Website* Pro Union You Tube Videos *Social media workshops *Continuing Facebook page networking *Outreach to other Young Worker Groups**

Organizing Committee Goals for 2012: Chair Julie Garrett/ Federation Of Social Workers

- We held our 2nd annual Monster Mash. Which was another huge success. Thanks to our sponsers. UAW Local 1097, Workers United, Nilco, SEIU 1199 and many of the Rochester labor council members who donated time and money to the event. Our 3rd annual Monster Mash is a goal to continue this year. The kids have fun which is worth every minute
- Community Outreach is something we are working hard to do. With quarterly goals to meet; we are busy trying to meet them. This year we plan on giving to four community groups who need our help. Last year we donated school supplies to RTA to give to children who might need them. Thanks to the labor council delegates and friends, we were able to donate two huge boxes of toys to Demetri House, After the Delegates dinner.

Other Goals for 2012:

- To get involved with CBTU and PAW
- Have a young worker Movie night
- To continue our purpose
- To become more involved in Political Activism
- Help our southern tier brothers and sisters engage their young union members
- Find creative ways to reach out to rank and file members
- Work with college students and high school students
- Participate in the Next Up Summit
- Help other young workers around the nation form their own young worker groups
- State Wide Bi annual Next Up meeting

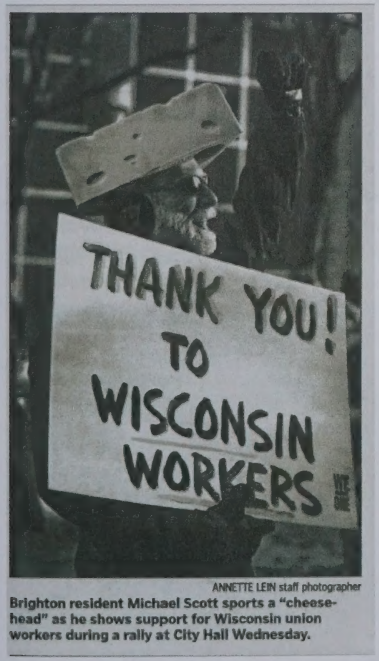
Pride at Work AFL-CIO
Rochester Finger Lakes Chapter
Annual Review 2011

Rochester Finger Lakes Chapter
PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies

2011 saw a wide range of attacks on the working class and labor, whether in conservative controlled states like Wisconsin, Ohio and Indiana or traditionally worker friendly New York. The Occupy Wall Street movement addressed workers issues as they changed the national dialogue to focus on the widening income inequality and the unfair influence that the wealthiest 1% have on our political process and economic system. On the positive side, thanks to labor's support, we have had major civil rights gains in achieving marriage equality in New York State. Pride at Work Rochester Finger Lakes Chapter continues to be involved in these historic social and economic justice movements by participating in rallies, providing signs, working in coalitions and educating people.

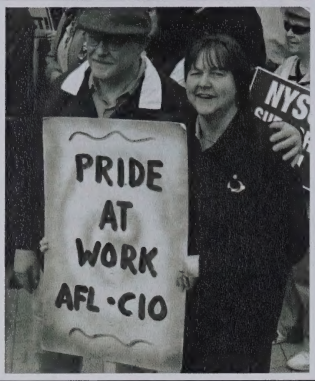
Pride at Work eagerly supports the organizations and individuals who share our vision of social and economic justice. We encourage you to become a member of Pride at Work to strengthen the bonds of unity in our common work. All are welcome.

March 3 & 8 Pride at Work rallied in solidarity with workers in Wisconsin, Indiana, Ohio and elsewhere as part of a national statement in support of collective bargaining. We helped organize and provided signs – on of which appeared in the D&C (below)

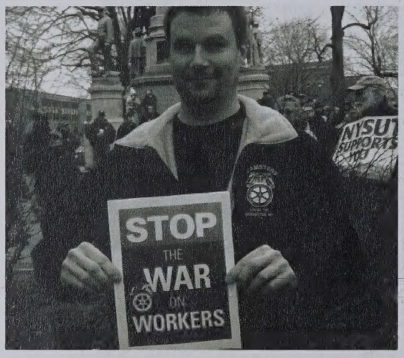


ANNETTE LEIN staff photographer

Brighton resident Michael Scott sports a "cheese-head" as he shows support for Wisconsin union workers during a rally at City Hall Wednesday.

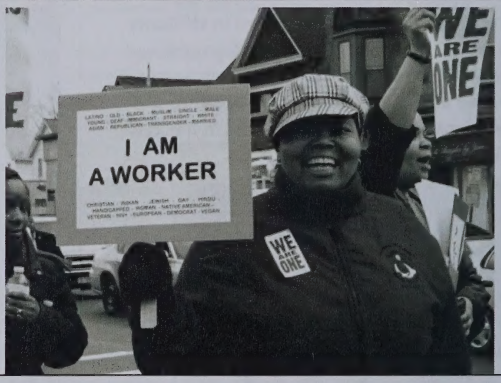


March 17 – **Rally** to Save Our Schools at Liberty Pole in Rochester. Pictured Dick & Tammy Beebe ↑

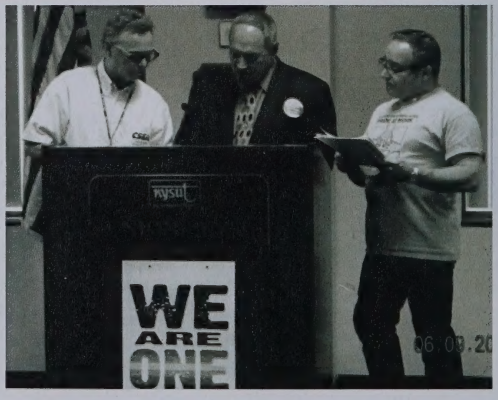


March 31 Rally CWA Local 1170 – "No contract = Corporate Greed" Tim Barberto ←

April 4 –**Rally** "We Are One Respect Workers " Evelyn Evans →



A great deal of our time was spent working as part of the New Yorkers United for Marriage Equality Coalition. With Equality Rochester, Marriage Equality New York (MENY), Human Rights Campaign (HRC) and Empire State Pride Agenda (ESPA) we solicited thousands of letters and calls from the public and arranged in district lobbying of our local State Senators. A heartfelt THANK YOU to the Rochester Labor community who were instrumental in making this effort a success. The pressure generated by labor press conferences, personal appeals, letters and calls to critical legislators made the difference…history was made. **June 24, 2011**

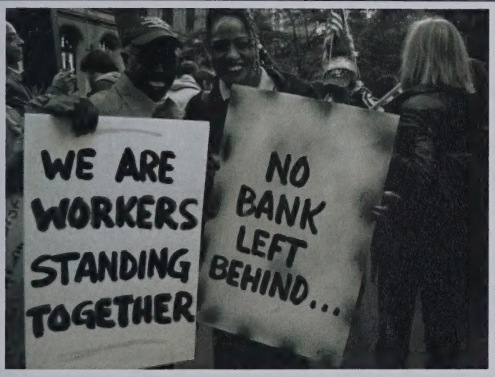


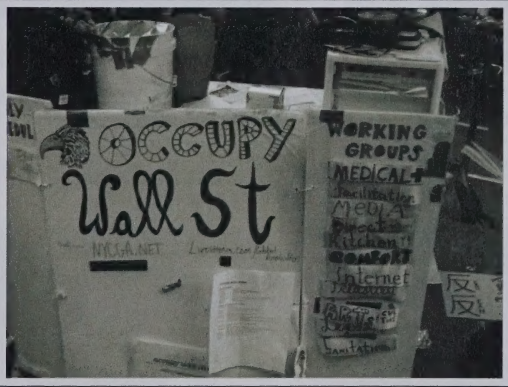
Pride at Work member Todd Plank appears in an AP Photo at Albany rally for marriage.

Mike Groll / AP Photo

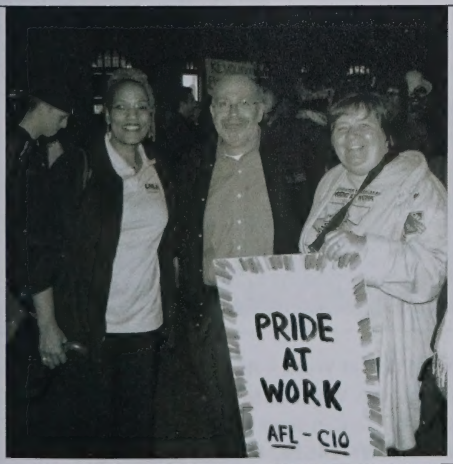
Todd Plank of Rochester, N.Y., holds a sign during a marriage equality rally at the Capitol in Albany, N.Y., on Tuesday.

Pride at Work actively supported grassroots efforts like Band of Rebels, Restore the American Promise, Occupy Rochester and Occupy Wall Street in the movement to stem the tide of corporate greed and address the gaping income inequality between the wealthy elite and the rest of America.



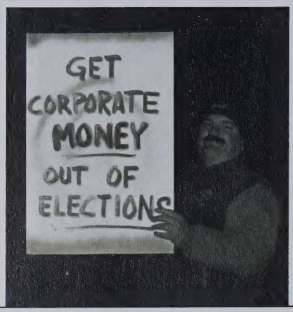


We met our labor brothers and sisters in New York City at the Occupy Wall Street site. Above right is Denise Berkeley CSEA Secretary and below second from left is Stuart Appelbaum RWDSU President.



Below, **October 9** Pride at Work member Anne Tischer with one of her signs makes the CBS News in New York City.

CBSNEWS
VIDEO U.S. WORLD POLITICS ENTERTAINMENT HEALTHWATCH MONEYWATCH
WATCH NOW Front lines move forward as former rebels grind down Qad
Food bank funds face the chopping block
FDA approval sends drug price soaring
STOP OFF SHORE TAX EVASION
PLAY CBS NEWS VIDEO
Add a Comment
Turning "Occupy Wall Street" into reform



Special thanks to Metro Justice for supporting our efforts.

'Band of Rebels' leads local Wall Street prot

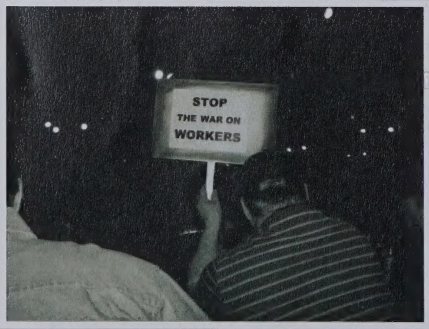
The ripples of the ongoing Occupy Wall Street protests in New York were felt in cities around the country this weekend, and in Rochester Monday.

A gathering of about 75 people, led by the Band of Rebels, a group concerned grandparents and senior citizens, protested Monday at t Bank of America, 1 East Avenue in Rochester, over claims of preferential treatment and corporate greed.

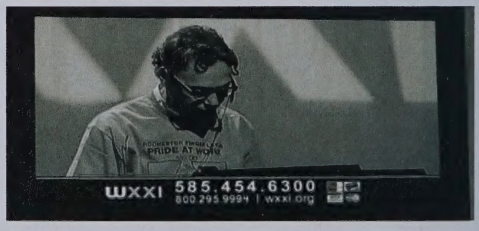
Local President Bess Watts was elected to the National Executive Board (pictured) of Pride at Work representing Small Chapters. In **September** she presented a report at the NEB meeting in Detroit.

Below – in **December** we provided the centerpieces for the annual labor council dinner – "Occupy the Holidays" was the theme.

August 9 Pride at Work was presented a proclamation from Monroe County for our work on marriage equality.



Some of our outreach: Pride at Work provided signs, food and a generator to Occupy Rochester as well as volunteered for WXXI Public Broadcasting for their membership drive.



We also have a visible presence on social media. Join us on Facebook: 'like' Pride at Work – Rochester Finger Lakes Chapter or visit our blog at www.prideatworkrfl.org. Finally contact President Bess Watts at besswhat@gmail.com or call 585-770-4714 if you have any questions or would like to become involved. To join send $25.00 as an individual or $100.00 as an organization to Pride at Work RFL, 167 Flanders Street, Rochester NY 14619. **We Are One!**

Rochester and Genesee Valley Workforce Development Center

July 2011

The intent of this flyer is to introduce the services provided by the Rochester and Genesee Valley Workforce Development Center by answering a series of commonly asked questions.

What is the Workforce Development Center (WDC)?

Established in July 2000, the Rochester and Genesee Valley WDC is one of eight sites operating statewide and covers the entire 11 county area of the Rochester and Genesee Valley Labor Federation.

Where is the Rochester and Genesee Valley WDC located?

The Rochester and Genesee Valley WDC is not a building with classrooms, but rather it is a partnership of unions, employers/associations, and educational vendors all of whom deliver a variety of training programs to union members. These educational classes and training programs can be delivered anywhere within the 11 county area. They can be held at local union halls, on company property, or at the educational provider's location.

What type of training does the WDC fund?

Most types of training are fundable. Some examples are:

Computer Skills
Keyboarding
Math
Conflict Resolution
Stress Management
Communications Skills
Ergonomics
CDL Training
Team Building
Pneumatics
CAD Training
Career Navigator
CPR/First Aid
Sign Language
Spanish
ESL
Pre employment
OSHA 10 and 30
Job Specific

What type of impact has the WDC made so far?

During the last 11 years, the Rochester and Genesee Valley WDC has funded the following:

Training Classes Completed	1,167
Union Members Trained	13,393
Participating Local Unions	64
WDC Funds Used	$2,090,291

What are some of the reasons my union should be involved?

1. A skilled membership is a competitive membership.
2. You choose the location of the training.
3. You choose the training that is the most appropriate for your membership.
4. You choose the training provider.
5. The WDC will help fund the training and offer technical assistance.
6. Most types of education and training classes are fundable.

How do I get started?

All it takes is one phone call and the process will begin.

Who do I contact?

Contact any of the following Rochester & Genesee Valley Labor Federation WDC Board Members:

Jim Bertolone	Chairman	585-334-8787
Jon Garlock	Treasurer	585-271-4374
Dan Donals		585-338-1280
Bruce Popper		585-244-0830
Don Steltz		585-647-3200
Tony DiPerna		585-641-0750
Mike Harren		585-232-3730
Bob Trouskie		585-325-6740

How much was the Rochester & Genesee Valley WDC funded this cycle? (7/1/11 – 6/30/12)

The Rochester & Genesee Valley WDC was allocated $200,000 for the current grant cycle.

Rochester and Genesee Valley WDI 2011 – 2012 Highlights

WDI provides funding for training when training couldn't happen otherwise

In the Rochester and Genesee Valley Region, WDI was able to double program funding in 2011 over 2010, due to the strengthening of regional partnerships with the business community, educational institutions, unions, and governmental agencies. This marked increase is symbolic of the strong relationships forged by WDI, and also speaks to the increasing need for incumbent worker training – a statewide issue.

WDI strengthens skills of unionized workers and teaches new ones allowing labor to get and keep jobs

In partnership with Chemung, Schuyler, Steuben Workforce New York, Sikorsky Helicopter, and United Auto Workers, WDI funded a comprehensive 35-hour job search program called Career Navigator. The pilot program was delivered twice for both union and non union employees who were part of a larger layoff involving nearly 400 workers. The results were excellent with more than 90% of the participants finding other employment within 60 days of being laid off. The current state average of laid off workers finding new employment is approximately 150 days. Based on the success of this program, WDI is looking for other partnering opportunities to offer this program to groups of union workers being laid off.

WDI provides training to help all workers learn new technologies and the changing nature of work

WDI partnered regionally with five southern tier WIBs in a Department of Labor 13 N Grant directed to upgrading the skills of the incumbent manufacturing workforce. The partnership combines funds allocated from the WIBs with funding provided by WDI. This funding is assisting manufacturers in upgrading the skills of their workforce in order to utilize new technology and stay competitive. It is estimated that over 100 employees from 8 employers have or will benefit from this training.

WDI prepares the workforce for jobs in emerging green sectors, such as renewable energy, smart grid technology and energy efficient building renovations

Through a grant from the Federal Department of Energy, WDI is funding a program to train close to 400 line workers in smart grid technology. A smart electrical grid is needed to increase energy efficiency and to accommodate new sources of energy such as wind, solar and more. A program sponsored by WDI trains members of the Building Trades in the principles of Leadership in Energy and Environmental Design (LEED) and continues to educate electricians, plumbers and others so that New York can have the workforce it needs to build the most energy efficient buildings possible.

WDI brings together labor, business, environmental groups, government, and other constituencies to seek new avenues of growth for manufacturing in New York State

An Apollo Alliance chapter in the city of Rochester has continued to meet and grow, with representatives from community organizations, labor unions, state agencies, environmental and other groups. Forums are being planned that will focus on a variety of environmental, green, and sustainability issues. An example is the Solar Jobs Act forum convened in February 2012. Different versions of the bill were discussed. If passed, a dramatic increase in the amount of energy in New York that is derived from solar sources will be realized. The expectation is that this will be a catalyst for manufacturing growth of solar energy components and installations in the state.

WDI helps keep existing jobs in New York State

Regional WDI staff participated in the Finger Lakes Regional Economic Council Advanced Manufacturing Workgroup's development of a strategic plan that focused on assuring a talent pipeline for current and future regional manufacturing jobs. The extensive workforce intelligence activities conducted during the last four years by WDI was acknowledged as a valuable contribution to the strategic plan's development. Workforce intelligence provides ground level information about business and job growth. Collaborations such as this will ensure that manufacturers are able to access an educated, work-ready labor pool within New York State.

Additional WDI 2011 -2012 Highlights

WOW Initiative (Women of the Workforce)

The Workforce Development Institute's Women of the Workforce (WOW) Initiative is developing strategies for addressing challenges faced by women in today's workforce: a continuing earnings gap, gender segregated industries, juggling of work and home responsibilities, persistent employment barriers (child care, transportation, language), deterrents to women's leadership and persistent discrimination. Women from across NYS representing organized labor, government, business, community based organizations, female veterans, immigrants and refugees, and the education community have come together to assist WDI in determining the focus of planned regional events. Some of the 2011 events included: Challenges Women with Disabilities Face in the Workforce: Overcoming Barriers; Sharing Abilities, Challenges Facing Women in the Workforce: Finding Affordable, Accessible, High Quality Child Care and the Link to Economic and Workforce Development, and Empowering Women: Skills Necessary for a Successful Job Search.

WIB Labor Representative Training

WDI's Central Region staff has primary responsibility for assisting labor representatives to the 33 Workforce Investment Boards across the state. They conducted a training session to introduce members to the legislation and guidelines for their responsibilities. This also allowed for networking among the representatives, which will enhance their roles as WIB members. WDI is currently assisting in identifying labor vacancies on the boards and are working with CLCs on the appointment process. WDI also committed to be a repository for information from the labor representatives relative to their roles on the WIBs and more generally, share information about developments of WIB activities.

Trade Adjustment Act Training

Using a grant from the U.S. Department of Labor, WDI hosted a training session in Albany about the Trade Adjustment Act. The training consisted of a TAA overview and recent changes, such as access to benefits under the Act, funding caps for retraining of workers who are facing displacement, implementation issues and reform priorities. Presenters included representatives from N.Y. Department of Labor, the National Employment Law Project, SUNY Canton, and several labor unions.

Manufacturing Forum

WDI sponsored a conference in Albany entitled *Job Growth Through Manufacturing, Building on Best Practices*. Panelists at this conference were asked to focus on practices they use to make their businesses successful. A panel of five manufacturers representing different industries and companies ranging from very small to a large international firm spoke about what has helped them to be successful. They also identified finding qualified workers as one of their biggest challenges. This challenge pertained to specific manufacturing skills, but also to soft skills like getting to work on time and a strong work ethic. WDI will be continuing the dialogue on this topic and work with the business community to help address some of the workforce issues that were identified. The industrial sector offers a potential for real job growth, but finding qualified candidates is often challenging. After sponsoring a successful conference about the state of manufacturing in New York, WDI will continue to work with manufacturers, labor and government to develop a workforce that meets the needs of 21st century manufacturing.

Child Care

WDI serves working families by providing them assistance with the high cost of child care. In response to an October, 2011 survey, recipients of this assistance most frequently cited: the ability to remain in the workforce, the ability to access high quality, stable child care, and the ability to accept workforce development opportunities. As a result of the subsidy assistance, in 2011 nearly 2000 families and 3,000 children were served by this program in Albany, Oneida, Rensselaer, and Schenectady Counties; 25% of whom are union members and/or union families.

Annual Report of the Rochester Labor Council Retiree Group (March 2011- March, 2012)

This year marks the 11th anniversary of the Rochester Labor Council (RLC) Retiree Group after it was reestablished in June of 2001. The group is a representative group of a number of different union retiree groups in the area. At the last count we have 19 retiree groups that are represented on a regular basis. This number includes our recent addition of representatives from the Coalition of Black Trade Unionists and SEIU. We have about 29 representatives that participate on a regular basis.

Our group has meetings about 8 times each year around the 3rd or 4th Monday of the month. Our agenda varies from having speakers to just taking care of in house business.

We celebrated our 10th anniversary in June of 2011. Special honorees at this meeting were: Jim Bertolone, Ray Samson, Tom Gillett and me. Many thanks again to the planning committee: Margaret Bartollotti, Linda McGrath, Ron Pettengill and Dan Sanfratello. We also appreciated that E-Board members, Dave Young and Bruce Popper, were able to join us.

The group brings with it a great deal of expertise as we educate and keep each other informed in the areas of Social Security, Medicare, Health Care, new legislation and labor issues. In addition to the above, our main objective is to support the Rochester Labor Council in their endeavors.

At this time when it is so important to have LABOR visible, I make an effort as the RLC Retiree Coordinator to be visible and encourage retirees to be visible not only in the labor community but in the political community, and the community at large.

Labor Community:

We participate in RLC rallies, pickets, conferences, etc. During the year retirees had a wonderful showing at the Postal Workers rally covering the number of different sites on a very hot day.

The group does have a Retiree of the Year Award that many of the delegates had the honor of receiving. This year the honor went to Jim Scantlin, Plumbers and Fitters Local 13. Retirees have been known to receive many other awards especially in the area of Political Action. This year there were so many political activists both working and retired that it was too difficult to choose. Therefore, congratulations to all. Over the years retirees have been known to receive the Mother Jones Award, Educator of the Year Award, Rose Carmody Award, and the Community Service Award.

Recently I had been asked by Floyd Cameron of NYSUT Retiree Services to serve as a panelist at a pre-convention session for local presidents. This is a result of the unique situation that we have in Rochester as possibly having the only Labor Council AFL-CIO Retiree Group in the state. The main topic will be political action recruiting.

Political Area/Community:

On the political front retirees attend town hall meetings, attend fundraisers, make phone calls or visits to legislators, serve on the RLC COPE Committee and organize and work phone banks, participate in literature drops for RLC endorsed candidates. With

this type of active participation many of our retirees are very well known to the legislators in their districts.

We also keep each other informed and the RLC informed of how certain retiree legislation affects us and will eventually affect them.

Community at Large and Community Groups:

I serve on the United Way Investment Cabinet that deals with 6 different areas in our community. I also meet with Jennifer Higgins, who is the director of the Keeping Seniors Independent program, on a regular basis. This gives me input as to the needs that I see in the senior community as well as keeping a handle on what is available to seniors. During March of 2012, I will be attending two meetings presented by the UW: one on Aging Services and the other on Disabilities.

We use community resources such as Lifespan, the Office of the Attorney General, United Way, etc. for speakers at some of our meetings. One of the speakers that we had recently was Jennifer Higgins from the United Way. Jennifer deals with the senior areas and presented an outline of the United Way and talked about the new TRAC program. This program from Elder Source gives seniors in Monroe County rides. These rides are not just to medical appointments but for social events too.

In the past I have worked with Metro Justice in areas of Medicare and Social Security being their speaker at press conferences, speak outs, rallies, and visits to legislators. We have continued to work with them with the many issues that we have in common.

During the past year I was invited to speak at the American Association of University Women on the Plight of Social Security, and what we need to do to keep it from being privatized.

Thank you to all the representatives of the retiree groups for your time, effort and generosity. You are the greatest!!! I would like to express a special thank you to Dan Stetzel, our very own photographer, who has taken pictures of many events for our history. I thank Jo Zimmerman for being our secretary. A special thank you to Jim Bertolone, RLC President, the officers, the executive board, the delegates and staff for their continuous support and help.

I cannot hope to express how much I enjoy working with this fine, passionate, wonderful, group of true unionists. I am very lucky to have such a supportive group. These are the people who made the labor movement great in the past and are still doing it in their retirement. I applaud them!!!!!

Respectfully submitted,
Fredericka (Freddi) Macek
Rochester Labor Council Retiree Committee Chair/Coordinator

Education Committee

Rochester Central Labor Council, AFL-CIO

Annual Report

During 2011 the Education Committee of the Rochester Labor Council sustained its program to inform members of affiliates and the community:

- Dozens of locals and 5,000 marchers took part in the 26th annual Labor Day Parade promoting labor's "We Are One" campaign.
  (Note: in 2012 the parade will be organized by a Parade Committee)

- Two Labor Lyceum programs were held -- one in March commemorating the centennial of the Triangle Fire and one in October on using social media as an organizing tool

- The 22nd annual Labor Film Series screened 13 labor-themed films for nearly 1800 viewers in September-October

- Committee members initiated plans to promote goods and services made/ provided by area unions through a website directory

- All these activities were promoted on the Committee's website: RochesterLabor.org

Dear Brothers and Sisters,

Congratulations on your leadership on behalf of your Pride @ Work membership. We are in a very exciting time and we are looking forward to the upcoming Pride @ Work convention in Cleveland. As you are aware this convention will set the agenda for the continued success of the local chapters as well as our National organization. We are at a critical juncture for our labor movement as well as the LGBT movement. The enemies of organizing don't care if you are gay or straight, transgender or bisexual or what color your skin is or your faith, they are out to see that workers lose their voice and it is up to us to fight back.

Pride @ Work has developed into one of the premier LGBT organizations in this country, and this is in no small part to the leadership of Donna Cartwright, and Stan Kino our Co-Presidents. As you may know by now Donna and Stan are not seeking reelection. While this saddens us because of the wonderful work they have done, we are writing to you to let you know that we are running as co-presidents so that we can pick up where Stan and Donna leave off and continue to make Pride @ Work a leading voice on LGBT issues at the National level.

All of us are committed to further strengthening our active local chapters and reaching out to those areas where chapters have a promising future. We also believe that Pride @ Work should continue to be the voice to the LGBT community about how stronger and better off our community is by growing the Labor movement and focusing on organizing members of our community. But we can't do this alone, so we are asking for your help. We believe we have assembled a diverse and energetic slate of officers and hope that you can support this slate during the upcoming Pride@ Work election during our convention. Each of us is committed to the work that will be required to keep our movement strong.

Our slate includes National Union staff, a State Federation Officer, local union President, organizers, political representatives and local union representatives. It is ethnically, racially, and religiously and gender diverse. So we are asking for your support and we look forward to working with you over the next three years.

In solidarity,

Shane Larson (CWA) and Lori Pelletier (IAM) candidates for Co-President

Shellea Allen (UNITE-HERE) and Gabriel Halaand (SEIU) candidates for Co-Vice President

Bess Watts (AFSCME) candidate for VP of Organizing

Gregory King (AFSCME) candidate for Treasurer

Tiffany Heath (TNG-CWA) candidate for Secretary

Labor Donated

Paul Arnaud